

FY 2025

PRESIDENT'S YEAR-END REVIEW

2023-2026 A PATH TO INSTITUTIONAL EXCELLENCE

DR. JAY ALLEN

PRESIDENT



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JUNE 23, 2025**

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President's Accomplishment Summary

As we close another remarkable year at Itawamba Community College, I am filled with pride, gratitude and optimism. This year's theme, Aspiring to New Heights, is more than a title. This year long theme provided us with a reflection of our shared commitment to progress, innovation and student success.

At ICC, we believe that every achievement today lays the foundation for a better tomorrow. Whether we are cutting the ribbon on a new robotics lab, launching a mobile planetarium to inspire the next generation or awarding scholarships that change lives and futures, our focus remains steadfast: to prepare students for the world ahead and to serve our communities with purpose and passion.

This year, our students have continued to rise — earning state and national honors, excelling in both academics and career education programs and leading with distinction. Our faculty and staff have remained innovative and dedicated, while new partnerships and generous grants have expanded opportunities for all who call ICC home.

The stories and milestones shared in this report are not just a look back but are simply a launching point. They represent momentum. They represent vision. And they represent the promise of what's possible when a college and a community share the journey together.

Thank you for being part of the ICC journey. The horizon is bright, and the future truly starts here.



Jay Allen. Ph.D.
President
Itawamba Community College

Accomplishment Highlights by Division

OFFICE OF THE PRESIDENT – Tyler Camp, Chief of Staff

ALUMNI AFFAIRS AND FOUNDATION – Michael Upton, Director

Alumni

- Alumni Association has 827 members
- Honored Dr. Lance Evans as the 2024 Alumnus of the Year
- Honored Johnny Crane with the 2024 ICC Distinguished Service Award
- Inducted Jonathan Van Every and Dr. David Rather as the 2024 members of the ICC Athletic Hall of Fame
- Honored Jamey Logan with the 2024 ICC Young Alumnus of the Year Award
- Continued a campaign to create an ICC specialized Mississippi license plate
- Partnered with ICC Athletic Department to host Alumni Day/Night events for each sport
- Supported Athletics and Sports Information Department with various activities including broadcasting of multiple ICC sports
- Publishing of Connection, the Alumni and Foundation magazine

ICC Foundation, Inc.

- Total funds raised - \$632,527.19
- Endowment funds raised - \$150,565.60
- Total endowment value on 2/28/2025 - \$13,879,717
- 517 donors

New Endowments established

- **ICC A.E.O.P.** Endowed Scholarship
- **Kayla Murphree Black** Memorial Endowed Scholarship
- **Childs** Business Endowed Scholarships
- **Cleveland** Endowment No. 5
- **Dr. Marshall and Kimberly Hollis** Family Nursing Endowed Scholarship
- **Eli Kent** Memorial Endowed Scholarship
- **Stanley Moses** Endowed Scholarship
- **Dorothy D. and George H. Ruff** Foundation Automotive Technology Endowed Scholarship
- **Stephens** Forestry Endowed Scholarships

New restricted funds established

- **Falcon** Contracting Annual Scholarship
- **IMPACT** Annual Scholarships
- **Pay It Forward** Annual Scholarship
- **Phillips** Contracting Annual Scholarship

Awarded 164 scholarships for Fall 2024 and Spring 2025 semesters

- \$160,000 in scholarship support for students
- New scholarships awarded in fall 2024/spring 2025
 - **ICC Tuition Toss** Annual Scholarship
 - **MG Simmons** Ability to Succeed Annual Scholarship
 - **M-OADN** Endowed Nursing Scholarship
 - **STEM** Scholarships
- Provided additional support services for scholarship recipients
- Media recognition of scholarships, donors and recipients
- Continued marketing of Walk of Memories with 13 new bricks sold and plans made for future location of Walk of Memories to bring it higher visibility on the Fulton Campus
- Held Thank-A-Thon to show appreciation to our donors
- Worked with Telecommunications and Information Systems to give online donors the option to donate an additional 4% to cover credit card fees when donating online
- Worked alongside new athletic department staff and coaches to increase support for the Indian Club programs and general athletic needs, including in-kind donations of new furniture for locker rooms
- Worked alongside the Dean of Academic Instruction and the Academic School leads to find and grow private support for the schools, including a significant contribution from the Tennessee Valley Authority for the STEM planetarium and funds for the Trading Post
- Attended professional development groups and conferences to improve our processes and learn best practices for our operation
- Continued increasing stewardship activities to thank and retain existing donors
- Represented the college with sponsorships for events held by Fellowship of Christian Athletes, North Mississippi Regional Rehabilitation Center, Pontotoc Rotary Club and Junior Auxiliary of Tupelo

Alumni Board 2024-2025

Joey Cox, President
Tammy Harrington, President-Elect
Donna Thomas, Secretary
John Lee Lyles, Immediate Past President
Stacey Chapman, Chickasaw County
Dan McCrimon, Itawamba County
Dr. Amanda Summers, Itawamba County
Monica Aldridge, Lee County
Jamie Osbirn, Lee County
Melba Applewhite, Monroe County
Bunky Goza, Monroe County
Walter Chittom, Pontotoc County
Michelle Sutton, Pontotoc County
Jeff Cagle, Out-of-District
Brandy Evans, Out-of-District

Permanent Committee

Richard Davis
Robert Goza
Chuck Howell,
Karen McFerrin
Noel McWhirter
Rep. Bill Miles
Gary Walker

ICC FOUNDATION BOARD OF DIRECTORS 2024-2025

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MARKETING AND COMMUNITY ENGAGEMENT – C.J. Adams, Director

Marketing

- More than 500 Marketing Campaigns created
 - Marketing staff created or collaborated on more than 500 marketing projects, which included mailouts, commercials, testimonials, photography shoots, digital billboards, social media graphics, slates, brochures, flyers, posters, rack cards, signage, promotional item, notepads and t-shirt designs
- *Inside ICC* in HTML format
 - **Morgan Henry** has continued creating a more mobile-friendly user experience with *Inside ICC* and sent 81 editions to students and employees
- Continuing Education – Marketing plans working closely with teams to promote and create new classes, including Senior College and Dinner and Demo Series
 - Senior College – created signage, social media ads, posters, coordination of WTVB Noon Show appearance, newspaper ads, donations, t-shirts and event assistance
 - Dinner and Demo Series – created marketing plan, posters, social media graphics and ads, photographed each event, coordinated communication between staff and media partners for coverage. The three events in the series sold out
- Adult Education – Marketing for orientation and free classes included signage, flyers, a viewbook, social media ads and t-shirts
- Selective Admission Targeted Marketing Campaign
 - **Maggie Caldwell** created a marketing plan to help increase awareness and application numbers for all selective admissions programs. The campaign involved the creation of videos and motion graphics by **C.J. Adams** and **Caroline Mason**
- Upskill Grant Campaign and Media Buys
 - **C.J. Adams** and **Maggie Caldwell** created and executed the campaign with the help of **Donna Thomas**, including securing billboards throughout our area and the creation of graphics for promotion. Project contributors also included **Josh Gammill**

Social Media

- **Caroline Mason**, who is in her second year in this role, is assisted by **C.J. Adams** and **Donna Thomas**, proofing. All Marketing and Community Engagement team members with graphic design capabilities contribute to the effort
 - 32 sponsored Facebook and Instagram campaigns were posted, reaching 317,699 viewers and yielding 2,246,022 impressions
 - ItawambaCC Social Media following and engagement increases (All analytics are measured from March 5, 2024 – March 31, 2025 (unless otherwise noted))
 - Twitter followers have increased from 7,639 to 8,266
 - Facebook followers increased from 18,438 followers to 20,433
 - Instagram followers increased from 10,256 to 11,354. Instagram stories average more than 1,100 viewers each with an engagement of 3,000 views per story
 - The LinkedIn page followers increased from 8,984 to 10,019

- The ItawambaCC YouTube page subscribers increased from 679 to 815
- Itawamba Community College YouTube page drew 24,652 views with 932 hours of watch time and 132 new subscribers

Photography and Videography

- More than **250** Photography and Videography Projects Completed
 - The Community Relations team photographed and videoed more than 250 college and sporting events, competitions and performances. **C.J. Adams** completed more than 200 of these assignments as well as hosted several headshot, promotional, commercial and video shoots. Assisting were **Maggie Caldwell, Morgan Henry, Caroline Mason** and **Leah Caldwell**
- **Super Bowl Commercial – Fifth Consecutive Year**
 - Project Lead was **C.J. Adams** – commercial production, video, editing, securing sponsored YouTube buys and media buys with WCBI during the event and WTVA for sharing with its market. **Caroline Mason**, securing Facebook ad buys, copy and content; and **Donna Thomas**, copy and content
- **TV Commercials** – YouTube, Hulu, Facebook, WTVA, WCBI, OTT Streaming Platforms
 - Contributors included **C.J. Adams**, production, video, editing ICC commercials, YouTube ad buys; media buys with WCBI (Super Bowl) and WTVA (weather segment sponsor, United Way 50k giveaway, Skilled to Work, OTT Digital Streaming, additional commercials to coincide with Super Bowl), Hulu ad buys; **Caroline Mason** (Facebook ad buys)
- **Orientation Videos/Safety Videos**
 - **C.J. Adams** reshot, coordinated and produced 28 new orientation videos as part of a continued Orientation redesign
- **Cheer Documentary**
 - **C.J. Adams** filmed, produced and edited the 43-minute documentary highlighting the Journey of the ICC Cheer Team and first-year coach **Bryant Nickels**

Community Relations-sponsored events included

- **Red Zone Tailgate** included free bounce houses, games, entertainment, face painting, hair tinsel and food
- **Choctoberfest Tailgate** included free bounce houses, games, bracelet making and free logo cups and food trucks
- **Homecoming** included the Indian Spirit Walk and presentation of the Alumni awards and Homecoming court. All Community Relations team members played a role in its success
- **All-American Heroes Night** honored current and retired Military personnel as well as first-responders. This event was rescheduled due to weather
- **Employee Awards of Distinction** (Meritorious, Retirees)
- **Student Awards of Distinction**
- **Chop Day** with ICC football featured a scrimmage, fan engagement contests, food trucks and a Kids Zone
- Other events not previously mentioned include Commencement, Code Blue and Red, Orientation, Preview Days, Meet the Indians and the Christmas Tree lighting

Engagement

- **C.J. Adams** – Assists with the City of Fulton Mayor’s Special Project Task Force, Tupelo Public School Digital Media Advisory Board, ICTC Advisory Board
- **Donna Thomas** – Pilot Club of New Albany/Selective Service Board for Union County, College Public Relations of Mississippi Treasurer, ICC Employee Association, Itawamba Community College Alumni Association Secretary

Accomplishments and Awards

- **C.J. Adams** – College Council, Enrollment and Student Services, Standards, Commencement and Homecoming Committees
- **Donna Thomas** – College Council, Standards, Commencement, Homecoming, School of Humanities Advisory Council
- **Adam Gore** – College Council, Employment of Athletic Personnel

College Public Relations Association of Mississippi Awards

- Several Itawamba Community College staff members received awards from the College Public Relations Association of Mississippi, which were presented during the May 2024 conference in Bay St. Louis
 - **In total ICC received more than 30 awards**
 - **They include:**
 - **C.J. Adams**
 - third place, Photograph, for “New Semester Excitement”
 - first place, Television Spots, for “2023 ICC Super Bowl Commercial”
 - third place, Radio Spots, for “Fall Preview Day”
 - first place, Television Program, for “Skilled to Work”
 - second place, Multi-Media Presentation, for “2023 Orientation Presentation
 - second place, New Media, for “Fireworks CRM”
 - first place, New Media, for “Inside ICC”
 - third place, Social Media – Non-Sports, for “ICC Nat’l Smarties Day”
 - third place, Social Media – Sports, for “LetsGoICC YouTube Shorts
 - second place, Sports Promo/Hype Video, for “2024 ICC Volleyball Schedule”
 - first place, Creative Partners, for “I See A Leader Partnership
 - **Cal Brown**
 - second place, Radio Program, for “ICC Football on Super Talk Tupelo”

- **Maggie Caldwell**
 - first place, Television Program, for “Skilled to Work”
 - third place, Social Media – Non-Sports, for “ICC Nat’l Smarties Day”
 - third place, Exhibits, for “Valentine’s Day Photo Booth”
 - second place, Creative Partners, for “Dinner & Demo”
 - first place, Creative Partners, for “I See A Leader Partnership
- **Adam Gore**
 - third place, Radio Spots, for “ICC 75th Gala”
 - second place, Radio Spots, for “Fall Preview Day”
 - first place, Radio Spots, for “LetsGoICC Radio Promo”
 - third place, Television Program, for “ICC National Signing Day Show Recap 2023”
 - second place, Radio Program, for “ICC Football on Super Talk Tupelo”
 - first place, Radio Program, for “The ICC Hour”
 - third place, New Media, for “LetsGoICC On the Road Series”
 - third place, Social Media – Sports, for “LetsGoICC YouTube Shorts,”
- **Morgan Henry**
 - third place, Special Publications/Promotions, for “Time Capsule”
 - first place, New Media, for “Inside ICC”
- **Raphael Henry**
 - first place, Television News Story for “Tek2Go Camp”
 - third place, Television Program, for “ICC National Signing Day Show Recap 2023
 - first place, Television Program for “Skilled to Work”
 - second place, Radio Program, for “ICC Football on Super Talk Tupelo”
 - third place, Social Media – Sports for “LetsGoICC You Tube Shorts”
 - second place, Sports Promo/Hype Video, for “2024 ICC Volleyball Schedule
- **Nina Strother**
 - third place, Special Publications/Promotions, for “Time Capsule”
 - third place, Digital Art/Photo Illustration, for “Digital Art Tribute Featured in Ripcord”
 - third place, Radio Spots, for “ICC 75th Gala”
 - second place, Radio Spots, for “Fall Preview Day”
 - first place, Television Program, for “Skilled to Work”
 - second place, Website, for “www.iccms.edu/fitnesscenter”
 - first place, Web Page, for “gala.iccms.edu”

- second place, New Media for “Fireworks CRM”
- first place, New Media, for “Inside ICC”
- first place, Public Relations Innovations for “Early Childhood Bilingual Flyers”
- first place, Creative Partners, for “I See A Leader Partnership”
- **Donna Thomas**
 - third place, Special Publications/Promotions for “Time Capsule”
 - third place, Digital Art/Photo Illustration for Digital Art Tribute Featured in Ripcord “
 - third place, Radio Spots, for “ICC 75th Gala”
 - second place, Radio Spots, for “Fall Preview Day”
 - second place, Multi-Media Presentation, for “2023 Orientation Presentation”
 - second place, Radio Spots, for “Fall Preview Day”
 - second place, Multi-Media Presentation, for “2023 Orientation Presentation”
 - second place, Website, for “www.iccms.edu/fitnesscenter”
 - second place, New Media, for “Fireworks CRM”
 - first place, New Media, for “Inside ICC”
 - second place, Creative Partners, for “Dinner & Demo Series”
 - first place, Creative Partners, for “I See A Leader Partnership”
- **Margaret Todd**
 - second place, New Media, for “Fireworks CRM;”

Affiliated Clubs and Organizations

- **C.J. Adams** serves as *Mirror* (yearbook) sponsor for the sixth year, supervising five staff members on layout, photography and design
- **C.J. Adams** serves as sponsor of the Fashion Tribe, the largest club/organization at ICC for the second year in a row with 200+ members. They presented “Once Upon a Fashion Show,” April 15, 2024 with 40+ models and 10 backstage crew members and had more than six photoshoots throughout the year
- **Donna Thomas** serves as faculty adviser for the *Chieftain*, supervises a staff of 10 and publishes (including the layout) six online broadsheet editions as well as a summer issue

Customer Relationship Management

- Over the past year, the department has sent 48 emails, maintaining consistent outreach at least once a month. While the frequency of emails has decreased, the quality has improved through careful analysis and content enhancements. The sent emails average 693.8 opens, though this number may not accurately reflect engagement due to the wide range of recipients — some emails are sent to as few as 125 people, while others reach more than 2,000. Encouragingly, our bounce rate continues to decline, aligning with trends from the previous year

- From July to December, **Margaret Todd, Steven West, Nina Strother** and **Tyler Camp** have overseen the CRM transition from Fireworks to Navigate360. The transition remains ongoing as we continue to explore the prospect outreach system, Recruitment Success and the current student outreach system, Student Success

Media Relations

- Title sponsor on WTVA's Skilled to Work series
- Advertise on many TV and radio networks in our five-county area

Web Updates

- Community Relations continues to partner with TIS to assist with user experience, content creation and design of www.iccms.edu. Those partnerships and leads include:
 - Development and assistance with content creation, design and optimization of user experience
 - Continuation of Metallica Grant microsite for the significant contribution by the All Within My Hands Foundation

COMMUNICATIONS - Donna Thomas, Director

- Sent approximately 450-500 press releases/photos with cutlines to all media outlets, some to those outside ICC's service area because they were student honors
- Posted all press releases to the newsroom section of ICC's website, www.iccms.edu
- Assisted with ICC media relations connections regarding invitations to cover events
- Proofread all documents/jobs produced by the Community Relations Department as well as drafts of emails
- Sent Community Relations emails for condolences, births and other events to employees and students
- Proofread all graphics/emails for Student Activities and multiple other departments
- Proofread all Health Sciences handbooks as well as other information for external distribution
- Proofread ICC website information and revised as requested

ORIENTATION AND RECRUITING - Michael Holloway, Director

Orientation Registration Counts as of April 15:

Our communication efforts have positively impacted Orientation registration numbers. Below are the past and current numbers of Orientation registration as of **April 15 date** of the last 4 years:

2022	2023	2024	2025
789	910	533	1,034

Orientation Sessions for 2025

ICC is prepared to offer up to 15 sessions (5 in April, 5 in June and 5 in July.) This is our third year of offering a summer residential orientation leader experience. This has allowed the OLS to live on campus in the residence halls which provides for team bonding. As a result, we have had 100% retention from our OL team.

Campus/Location Visits

- **Individual Tours** (2025)
 - As of 4/15, below are the individual tour numbers for 2024-2025

	FALL	SPRING
2024-2025	Total = 165 • Fulton – 108 • Tupelo – 41 • Belden – 16	Total = 237 • Fulton – 172 • Tupelo – 45 • Belden – 20

- **Group Tours**
 - Fall ‘23 to Fall ‘24 and Spring ‘24 to Spring ‘25 group tour visitor numbers comparison:

Fall 2023	Fall 2024
1,174 students from group tours	1,281 students from group tours
Spring 2024	Spring 2025
492 students from group tours	726 students from group tours

- **Recruitment Events** (Fall Preview Day, Emerging Scholars, Code Blue and Red (fall and spring sessions), Spring Preview Day)
 - Below are the number of students that attended Recruitment events hosted by the Recruiting office

Fall 2024	Spring 2025 (as of 4/15)
295	700

- **Recruitment Events**

Fall Preview Day – September 26	137	Fulton
Emerging Scholars – November 7	50	Fulton
Code Blue and Red – October 25	108	Tupelo
Code Blue and Red – February 21	91	Tupelo
Spring Preview Day – March 21	609	Fulton

High School Visits

Below are the number of high schools visited by ICC’s Recruiters

- In-District

Fall 2024	Spring 2025 (as of May)
50	55

- Alabama

Fall 2024	Spring 2025 (as of May)
4	6

Staff Accomplishments:

- Kyle Spencer completed his master’s degree in higher education from the University of West Alabama
- Ethan Foster enrolled and is currently taking classes in a master’s in higher education at Arkansas State University
- Chloe Hester was accepted in the masters in higher education at the University of West Alabama

New Initiatives for 2024/2025:

- Admissions Packets/Mailers – 2,584 mailed to date
- Printing Scholarship Certificates for Awards Days – 942 to date

SPORTS INFORMATION AND MEDIA RELATIONS – Adam Gore, Director

- LetsGoICC.com had 3.8 million hits
- LetsGoICCTV drew 311,810 views with 48,059 hours watched
- LetsGoICC YouTube channel drew 81,570 views, 3,200 hours of watch time and added 254 new subscribers – it also surpassed the 1 million views over the lifetime of the channel in May 2024
- LetsGoICC Twitter analytics aren't available since they have moved to the Premium feature on the platform

BUSINESS SERVICES – Sandi South, Vice President

- Implemented Clover handheld credit card devices at the Belden Center for Continuing Education to enable credit card payment for noncredit classes without forwarding the information to the Business office to process.
- Through Transact, established online registration and payment portals for band and sport camps and special events.
 - This allowed for credit card payments and e-checks to avoid payments being mailed to the Business office with the paper registration forms. This helped camp sponsors with registration since they could download registration information daily and weren't responsible for handling monies.

ICC BOOKSTORE - Lee Adams, Director

- Enhanced online ordering and public/community availability to The Grounds Coffee Shop
 - Made online ordering more accessible to the faculty, staff, students and community with more online options, easier process and a "pick up in store" option.
 - The Bookstore staff also has made the community more aware that The Grounds Coffee Shop is open to the public. The intent was not only to increase Starbucks sales, but to bring the community to both the Fulton and Tupelo campuses to see the college environment to connect and involve them

TELECOMMUNICATIONS AND INFORMATION SERVICES - Allen Coleman, Director

- Created a new version of mobile app.
- Implemented EAB Navigate CRM.
- Created a new online band camp application system.
- Created a cocurricular transcript system.
- Overhauled the Campus Police incident reporting system.
- Created a fraudulent application detection system for admissions applications.
- Upgraded the network infrastructure at the WIN Job centers by replacing outdated equipment and installing a new battery backup to enhance system reliability and performance.

- Re-cabled the bottom floor in the Advanced Education Center and installed new networking equipment throughout the building, ensuring improved connectivity and system efficiency.
- Complete overhaul of all networking gear at the Belden Center, increasing intranet bandwidth from 10 GB to 25 GB across the location.
- Installed new networking equipment throughout the entire sports complex, covering facilities such as soccer, band hall, baseball, softball/tennis, football, the Carrie Ball-Williamson Recreational Center and the Davis Event Center.
- Started process of migrating “Core” Network switch gear to the Davis Event Center. This new location will provide a backup generator for our equipment, and in the event of a power failure, there will now be uninterrupted service.
- Installed access control in the new softball complex and Monroe Hall remodel.
- Installed video surveillance in the new softball complex (6 cameras), Monroe Hall (10 cameras), and Student Activities Center (22 cameras).
- Installed a new AV system (10 screens, speakers and Crestron) at the Student Activities Center.
- Installed new camera server in Fulton, moving the video server to Belden to expand visibility.
- Implementing Active Guard (AI) for video surveillance.
- Implemented AirTame system for digital signage for 12 devices.
- Expanded the capacity of Library proxy (Library) to 2000 hosts.
- Successfully implemented Intune in Apple device deployment.
- Server and rack environment was set up in the Davis Event Center for Fulton datacenter expansion.
- PLC setup and working on VDI, making all software remotely accessible for students in that program.
- Deprecated on prem federation server used for Microsoft logins and moved to an Azure Cloud Login setup.
- Set up single sign-on (SSO) for EAB, Focus2 and DegreeWorks.
- Software installed to allow MEPS testing to be hosted in eLearning.
- Deprecated old Banner jobs server and moved to the new Banner jobs Linux server.

CAREER AND WORKFORCE EDUCATION – Barry Emison, Vice President

ADULT EDUCATION – Audra Perry, Director

- Total Number of Students Served: **549**
- Measurable Skill Gains (MSGs): **191**
- High School Equivalency (HSE) Completions: **130**
- GED: **14**
- HiSET: **67**
- Total Transcript Completions (GED/HiSET): **49**

High School Equivalency Students Enrolled in ICC Programs/Pathways:

Of the 130 individuals who completed an HSE diploma during the reporting period, at least 50 individuals have reported transitioning into postsecondary education at ICC, including short-term pathway programs, certificate programs, AAS and AA degree programs.

Lee County Youth Court Partnership

In January 2025, the first cohort of 16-17 at-risk youth were referred by Lee County Youth Court to participate in a pilot program with the Adult Education department. One primary goal of the program is to assist each student in earning a high school equivalency (HSE) diploma. ICC's dedicated Adult Education instructors are teaching the students work preparation skills and subject area content in Reading, Writing, Mathematics, Science and Social Studies. This will prepare them to successfully pass each HSE exam, earn a diploma and be prepared to enter the workforce with an awareness of employer expectations. It is the department's goal to see students participating in this initial cohort graduate with a diploma and walk during ICC's Adult Education commencement ceremony in May 2025.

English Language Learner (ELL) Class Location in Ecu

The Adult Education Department continues to offer High School Equivalency (HSE) diploma preparation classes as well as English Language Learner (ELL) classes throughout ICC's service district. An additional ELL class will begin for Ashley Furniture employees at the company's site in Ecu (Pontotoc County).

WORKFORCE EDUCATION – TZ Waters, Director

Workforce Education collaborated with Toyota to create the Create Your Future Internship program by providing Manufacturing Skills Basic Certificate (MSBC) program to the area high school seniors exposing a younger generation to careers in advanced manufacturing. Upon completion of the ICC MSBC program, these students start job rotations at the Toyota plant. Since its inception, a total of 90 students from 13 area high schools completed the internship compared to 81 priors.

Workforce Education partnered with Toyota to grow their own pipeline of skills technicians in the company through creating the Production-to-Skills (P2S) program. ICC provides a series of technical classes (450 hours+) to selected employees who have been identified by the company to be developed as an industrial maintenance technician. Since its inception, a total of 27 employees have completed the P2S program.

Workforce Education collaborated with CREATE Spain Internship to offer Essential Skills Training (EST) program to high school students participating in an internship program. The EST program reinforces employability skills necessary to individuals entering the workforce. Upon completion of the ICC EST program, these students start their internships at participating businesses. Since its inception, Spain Foundation is the grant resource supporting Spain Internship, providing work experiences and exposure to various careers for a total of 41 students from 11 area high schools through 41 employers.

Workforce Enhancement Training Funds - \$289,713.94

- Total Workforce Class Hours = **16,568**
 - College Supported Class Hours - 13,707
 - College Delivered Class Hours - 2,861
- Workforce classes = **198**
 - College-delivered - 122
 - College-supported - 76
- Trainees in classes (Duplicated head count) = **1,659**
 - Workforce trainees (Nonduplicated head count) - 893
 - Companies served through all projects - 57
 - Maintenance skills assessments conducted for companies - 43
- Gross revenue from workforce training and services - **\$162,361.77**
- Individuals took online Workforce courses (**63**), generated **\$2,790** gross revenue

Mississippi Manufacturers Association-Manufacturing Extension Partnership (MMA-MEP) Partnership Center

A partner of MMA-MEP, ICC received the National Institute of Standards and Technology (NIST) grant money (\$100,000 annually) for the operation of the MMA-MEP Center. Based on the last four MMA-MEP Mississippi quarterly survey reports, 19 manufacturing companies who had workforce training projects through the ICC MMA-MEP Center reported an overall positive impact of \$32M+ in cost savings, investment and sales.

Belden Conference Center (7,926 attendees).

- Generated \$94,988 in revenue from room and rental fees.
- Hosted meetings and events for various local and state agencies and organizations, such as Appalachian Regional Commission (ARC), Community Relations Association, Community Development Foundation, CREATE, North Mississippi Educational Consortium, North Mississippi Health Services and Three Rivers Planning and Development District.
- Hosted competitions for Future Farmers of America (FFA) and other organizations.

Workforce Education Grants Awarded

Workforce Enhancement Training (WET) Grants

Funded through WET funds and approved by Accelerate MS, this grant provides \$92,841.16 for workforce projects, another \$172,712 allocated to Workforce salaries and \$24,160.78 designated for program costs, bringing the total funding to \$289,713.94.

NIST – MEP Grant

Funded by the National Institute of Standards and Technology (NIST) and administered through the Mississippi Manufacturing Association, this grant provides \$100,000.

Continuing Education – Josh Gammill, Director

- Continuing Education launched an exciting new initiative with the Skills Builder Kids Camp, designed to foster community engagement while equipping kids aged 12-15 with essential life skills. The camp offered hands-on experiences in automotive care, food preparation and safety and financial literacy, empowering young participants with practical knowledge they can carry into their everyday lives.
- Continuing Education introduced a new series of classes, its Small Business Showcase, designed to spotlight local businesses while offering engaging activities for participants. By partnering with these businesses, the showcase not only promotes their services but also creates a dynamic learning environment for the community. This year's classes featured three local businesses, providing a unique opportunity to support and connect with the local entrepreneurial spirit.
- Continuing Education unveiled a new Dinner and Demo series, offering a one-of-a-kind experience where participants can savor exquisite cuisine prepared by some of the area's most talented local chefs. This unique event combines culinary artistry with hands-on demonstrations, creating an immersive dining experience that celebrates both food and talent.
- Continuing Education created Senior College; a program designed for retirees to stay actively engaged in community life. Each class offers a unique opportunity to explore a wide range of topics that reflect the distinctive culture and heritage of our region.
- Career Pathways developed a new Medical Assistant pathway designed to equip students with the essential knowledge and skills to excel in patient care, medical procedures and office administration. This program addresses the increasing demand for skilled healthcare professionals, providing students with the training they need to make a meaningful impact in the healthcare field.
- Career Pathways partnered with Ashley Distribution Services to train incumbent employees looking to transition to a career as a Class A Commercial Truck Driver. Through this partnership, 23 employees were trained.
- Career Pathways created a new Class B Commercial Truck Driving class to meet the needs of local municipalities. Three Rivers Planning and Development District provided funding to train city and county employees within its workforce district to earn their Class B CDLs. A total of 23 employees were trained.
- Career Pathways partnered with the Tenn-Tom Moving Youth grant to provide Certified Nursing Assistant (CNA) classes. In total, ICC hosted two CNA classes, training 37 students.
- Career Pathways partnered with North Mississippi Health Services to provide Certified Nursing Assistant (CNA) classes. In total, ICC hosted two CNA classes, training 15 students.

WIOA Career – Brad Gates, Director

CAMT Enrollments

Enrollment of 34 new career education students in the Careers in Advanced Manufacturing and Technology program between April 1, 2024 and March 1, 2025. The program reimburses up to 50% of the wages paid while students work and attend classes.

Gateway Youth Enrollments

Enrolled 59 new Gateway Youth participants, ages 16 to 24, between April 1, 2024 and March 1, 2025. Forty-three (73%) completed paid work experience.

Career Education – Dylan Baldwin, Dean

Business and Marketing Management

- Forbes Advisor ranks ICC Business and Marketing Management Technology program sixth in nation; only Mississippi college recognized.
- Forbes Advisor selected ICC's program based on, among other factors, "the delivery of an online associate degree in business and marketing management that full-time students can complete within two years, or four semesters. The program's 61-credit curriculum does not include any in-person requirements."

Commercial Truck Driving

- Completion of 10 cohorts of Commercial Truck Driving students on new range
- Secured funding for a new training facility

Construction Management

- 16 AAS Degrees Awarded
 - Awarded 16 CMT AAS degrees from cohort year #3 of the program; awarded 18 CMT certificates for 30 hours completed.
- New Cohort of 35 CMT Students
 - CMT expanded its enrollment by allowing 35 students into the fall 2024 cohort #4 for the program. The classroom and lab were expanded to allow additional students. Due to overwhelming response in interest for the program, this will be the last year for open enrollment for CMT. Fall 2025 starts selective admission for CMT students entering their first year of the program.
- CMT/FOT Career Fair Hosts 40+ Employers
 - Construction Management Technology hosted in conjunction with Forestry Technology the annual career fair and meet and greet for students on February 27, 2025. Over 40 employers, suppliers and vendors from the industry participated, and 140 students walked through the fair to discuss internships and full-time employment. The program's major hiring event of the year, it has continued to grow in number and success each year. The Spring CMT Advisory Board Meeting was held with industry partners after the event, and 32 individuals participated, providing valuable insight and direction for the program.
- CMT Recruiting and Industry Partnerships
 - From April 2024 to current, approximately 35 meetings have been held with industry partners and companies regarding employment for students and support for the program. Two advisory board meetings have included numerous improvements and

changes made as a result of those discussions. In addition, Mr. Emison has travelled to and presented at approximately 14 high schools and CTE centers in the ICC district since April 2024 recruiting students for Career Education and the CMT program.

Diesel Equipment

- \$268,000 Grant
 - Successfully completed \$268,000 grant to benefit automotive and diesel programs

Heating and Air Conditioning

- Acquisition of New Equipment through Perkins Funds
 - Over \$30,000 of new equipment was purchased to improve the quality of instruction for the students enrolled in the Heating and Air Conditioning program

Information Systems

- Completed Cisco Intro to Networks coursework
 - Completion of this course awarded credentials to become a certified Cisco Instructor for Fundamentals of Data Comm, a core course in the CPT curriculum
- State Curriculum rewrite
- Worked with IST educators across the state to rewrite the current IST curriculum, adding new classes to keep up with the ever-changing technology needs in industry

Metallica Grant

- Successfully renewed the Metallica Scholar's Grant for the 2024-2025 school year

Paralegal

- Certified Paralegal credential earned from the National Association of Legal Assistants (NALA)
- This credential required passing an extensive exam on knowledge of several major areas of law and law practice and a separate extensive written exam which required legal analysis and specific composition skills required in the legal field

Precision Machining

- First one year cohort – Graduated first cohort of machining students under the one-year curriculum with 100% student retention.
 - The end of July 2024 marked the completion of the first Precision Machining Technology three-semester course
 - Ten students started the program in August 2023, and all 10 graduated at the end of July 2024 with a two-year Technical Certificate
 - Two students continued through the fall 2024 to receive an AAS degree in Precision Machining Technology in December 2024
- Gene Haas Foundation Grant
 - The Precision Machining Technology program received the Gene Haas Foundation Grant for the eighth consecutive year for \$20,000 to be used for scholarships and small tools and toolboxes

Robotics and Automation

- Robotics Lab
- Completion of new robotics lab

HUMAN RESOURCES AND ADMINISTRATION – Tim Senter, Vice President

- Completed 46 full-time and 51 part-time onboarding orientations with new employees.
- Managed a 3.9% savings in a \$33 million budgeted payroll for FY24.
- Manages a \$37 million payroll budget for FY25.
- Worked with the Mississippi Department of Employment Security to advertise College positions on the Mississippi Works website.
- Participated in an Office of Civil Rights audit, rendering no findings.
- Helped develop and manage 5 Board Policy revisions and the addition of 2 new Board supplemental procedures.

Transportation Department – Jason Williams, Director

- Completed LDI training.

Physical Plant – John Wayne Harris, Director

- Managed and completed reroof of Band Hall/Storm Shelter from storm damage; Construction Cost - \$399,558.00.
- Managed and completed construction of Phase 1 Baseball Renovation; Construction Cost - \$2,367,894.00.
- Managed and completed the construction phase of the College's Energy Performance contract with CMTA; Construction Cost - \$8,014,738.
- Managed and completed the construction of the Belden Center's Robotics Laboratory; Construction Cost - \$1,122,000.
- Managed and completed the renovation of the Softball Tennis Complex; Construction Cost - \$5,475,000.
- Completed the Design phase of the Tupelo Campus Student Services Building Renovation.
- Completed Renovation of the Football Stadium Press Box; Construction Cost - \$3,100.
- Completed the removal of over 60 dead or damaged trees on the Fulton Campus.
- Managed and completed Health Science Education Center Classroom Renovation; Construction Cost - \$325,000.
- Installed new speed bumps and crosswalks around the Fulton Campus to provide a safer environment for pedestrians.
- Managed and completed the Sheffield Hall ditch repair using ARPA funds; Construction Cost - \$605,348.86.
- Managed and Completed the Student Activities Grill Build-out; Construction Cost - \$710,500.
- Managed and completed the Student Activities Center Renovation; Construction Cost - \$4,070,700.
- Resurfaced both outdoor basketball and tennis courts, allowing for the addition of three pickleball courts.
- Installed new windscreens and tower at Tennis Courts.

Managed Construction on the following projects:

- | | |
|--|---------------------------------|
| • Connection Center | Construction Cost - \$4,998,500 |
| • Health Science Education Center Addition | Construction Cost - \$3,419,000 |
| • Sheffield Hall Interior Renovation | Construction Cost - \$1,275,000 |
| • Commercial Truck Driving Facility | Construction Cost - \$2,704,000 |
- Physical Plant staff completed 3,168 work orders and 2,380 preventative maintenance work orders for a total of 5,548 completed.

Print Shop Department – John Bowen, Manager

- The Print Shop provided more than 2.6 million printed materials to various College departments.
- The Print Shop printed over 8,000 t-shirts for college departments and events.
- The Print Shop has coordinated with the Bookstore to add more of their business, providing additional t-shirts for sale.
- The Print Shop has implemented a new process for instructors to submit printed requests via a shared drive, which will lead to a more efficient, transparent, cost-saving, technology-driven process.

INSTRUCTIONAL SERVICES – Dr. Michelle Clouse, Vice President

Library Services

Sherry Bennett

- Presentation: Violence and Upheaval in the Southland: 1814-1845
- Presentation to the Itawamba County Historical Society on the Andrew Jackson Era: A Time of War, Murder, Mayhem and Expansion in an Emerging Young Nation

Emily Gray

- MAGNOLIA Steering Committee Community College Representative
 - Mississippi Alliance for Gaining New Opportunities through Library Information Access (MAGNOLIA) is a virtual library of online library databases and resources procured using state funds appropriated to the Mississippi Library Commission by the Mississippi Legislature. The resources provided through MAGNOLIA benefit all citizens of the state of Mississippi with free, online access to thousands of full text articles and research that can assist them with their educational, professional and lifelong learning endeavors. The representative's role will be to communicate when needed with fellow community college librarians to help determine usage and needs.
- George Farris, Library Technologist, published an article in The Southeastern Librarian.
 - Selected by the Southeastern Library Association to publish his article, "Ripe for Harvest: Data Harvesting and the New for E-lending Privacy Legislation" in the journal, The Southeastern Librarian.

- Library Technologist position added to the Fulton and Tupelo libraries
 - Adding a library technologist position on both campuses has allowed offering additional technology service and support to students. Workshops on APA and MLA have been added, and the Library has partnered with Career Services to offer a workshop on LinkedIn. They plan to partner again with Career Services. The technologists have provided professional development sessions to staff and faculty. Since August the technologists have assisted over 200 students with technology such as CANVAS, wireless printing, personal device assistance, WI-FI connections, Microsoft OneDrive and more.
- Library Orientations
 - The librarians conducted 104 library instructional sessions for 1,886 traditional and dual-credit students. Optional Zoom sessions were available for online students.

Instructional Support Services

- Instructional Support Center Visits
 - During the fall of 2024, the Instructional Support Center recorded 1,025 visits across the subjects of English, STEM and Spanish.
- Academic Recovery Program, Graduation Navigation, etc. Milestones
 - For the fall 2024 semester, approximately 200 students were enrolled in LLS 1311 (Academic Recovery program). Of these, 119 completed the course in good standing, 16 were placed on warning and 58 were classified into other standings (PR, P1, DM). The average cumulative GPA increased from 1.34 at the start of the course to 1.60 upon completion.
 - The implementation of the Graduation Navigation initiative provided targeted support to over 4,000 students, resulting in:
 - 19 successful withdrawal interventions
 - 21 students transitioning to an alternative pathway at ICC
 - 72 students graduating early (December)
 - Over 900 students identified for reverse transfer eligibility
 - In LLS 1423, a course designed to help students maintain ICC housing eligibility, 16 students successfully completed the program, ensuring their housing requirements were met.
 - Within Instructional Projects, 45 grants were identified, 10 were submitted and decisions are expected in the coming weeks.

Riley Morgan

- Academic Recovery and Graduation Navigation
 - "Standings After ARP:
 - Good - 119
 - Warning - 16
 - PR, P1, DM, DMRA - 58
 - Avg. GPA:
 - Before ARP - 1.34
 - After ARP - 1.60

- Successfully messaged and navigated 3,000+ students in terms of their graduation status, issues pertaining to graduation, academic standing and probationary information. Students with 60+ hours and no degree were also contacted in terms of their progression to graduation.

Serenity Pierce

- ACCESS PROGRAM
 - Across three Fulton Campus Cohorts and one Tupelo Campus Cohort, the retention rate for the fall of 2024 ACCESS Program was 99% with 91 out of 92 students retained. The average GPA was 3.12.

Carrie Whitehead

- Instructional Support Services
 - Anatomy and Physiology Tutoring and Enhancement of Study course
 - Began the fall semester with 80 Enhancement of Study-Anatomy and Physiology I students, finished with 48 that completed the course – 60% completion rate
 - Of those 48, 47 students passed Enhancement of Study; only one student failed Enhancement of Study
 - Of those 48 that completed Enhancement, 33 finished Anatomy and Physiology I with a ‘C’ or greater, 15 finished Anatomy and Physiology I with a ‘D’ or ‘F’ – 69% finished Anatomy and Physiology I with a ‘C’ or greater
- Tutoring/Mentoring Data for Fall Semester 2024:
 - number of one-on-one tutoring sessions at Fulton: 26
 - number of one-on-one tutoring sessions at Tupelo: 18

Academic Division, Business Administration – Dr. Edana Nail, Chair

Job Placement

Three students were placed in positions related to their major and interests that provided financial income as well as experience in those business-related fields.

Marketing

The Business Council offered their services to spread awareness to other students about additional clubs and organizations that are available to them that students are usually unaware.

Peer Tutoring

In partnership with instructional support, the Business Administration division has offered accounting tutoring for several semesters. This semester, economics was added. Exceptional students have been able to work for pay while providing support to other students. Dr. Edana Nail and Cheree Brown have also been available to help answer any needed questions and are a vital part of the tutor selection process.

Women in Economics Symposium

The Business Administration division registered for and provided an opportunity to offer students (primarily female business majors, but open to all) to learn more about the business administration field – that is usually dominated by males – and how they have the abilities and opportunities to succeed. A strong focus on economics was presented to emphasize opportunities in the related subject.

Academic Division, Communications – Anna Britt-Begnaud, Chair

Jenny Bowers

- Faculty Scholar for Phi Theta Kappa Regional Leadership Conference
 - Taught sessions on servant leadership to students from across the Mississippi/Louisiana region
- Member of the MS/LA PTK Regional Advisory Board
 - Served as an adviser and assistant for regional activities
 - Scored AP Language Exams for a week in Cincinnati, Ohio
- eLearning Instruction
 - Rebuilt American Literature I and British Literature I online courses
 - Instituted innovative assignments that encourage student engagement
- Chaperone for Global Experience trip to London and Paris
 - Member of chaperone team who took a group of over 30 travelers to London and Paris, navigating extreme travel difficulties and maintaining all travelers' safety
- Attended Transitioning to College Writing Conference
 - Attended and took students to the Transitioning to College Writing Conference at Ole Miss

Ashley Craig

- "Morning" published in Litbop Magazine
- "Is It All Just Wishful Thinking?: Teaching Composition I to Underprepared Students When Developmental Classes No Longer Exist"
 - Presented at TYCA-SE conference in Jackson, Mississippi.
- Faculty Talent Show
 - Organized and performed in the Faculty Talent Show.
- Creative Writing Workshop
 - Along with Keith Morris, hosted writing workshops for Composition students.
- Creative Writing Contest
 - Made the certificates for the college-wide creative writing contest winners.
- Poetry Slam
 - Along with Keith Morris, organized the poetry slam.

Jay Humphries

- ICC/MCCCWA (Mississippi Community College Creative Writing Association Judge)
 - Judged entries from ICC students for the writing competition.

Keith Morris

- Calliope poetry editor
 - Chose and edited poems for the 2025 Calliope Journal of Art and Poetry
- Film Club sponsor
 - Help to organize activities for Film Club students and members
- Organized Poetry Slam
 - Along with Dr. Ashley Craig, organized student poetry slams in April and October.
- ICC/MCCCWA Writing Contest Coordinator
 - Promoted and served as editor for student writing submissions
- Writing Workshop Coordinator
 - Along with Dr. Ashley Craig, hosted all English classes on both the Fulton and Tupelo campuses on March 6 and 7 to promote creative writing.
- Publications
 - Two poems published in “Willows Wept Review”
 - Four poems published and featured in “Brussels Review”
 - Microfiction published in “Macrame Literary”
- St. Jude fundraiser
 - Raised over \$1,100 to fight childhood cancer
- Awarded creative writing students
- The following students were given certificates and gift cards for placing in ICC's writing contest. Winners will participate in state contest:
 - **Poetry**
 - Sara Davis, Smithville, "Preacher Man"
 - Sharlee Shumpert, Mooreville, "I Am Ambitious"
 - **Short-fiction Prose**
 - Emma Kate Smith, Tupelo, "Somewhere Between Yesterday and a Dream"
 - Jalynn Black, McCool, "The Voice That Wouldn't Fade"
 - **Creative Non-fiction**
 - Mariana Lazcano, Tupelo, "A Place Nothing Like America"
 - Brady Edington, Calhoun City, "Why 'Modern America' is Failing"
 - **Literary Critical Essay**
 - Mary Puckett, Mooreville, “The Combination of Insanity and Intellect in the Writings of Edgar Allen Poe”

Donna Thomas

- Sent approximately 450-500 press releases/photos with cutlines to all media outlets, some to those outside ICC's service area because they were student honors.
- Posted all press releases to the newsroom section of ICC's website, www.iccms.edu.
- Assisted with ICC media relations connections regarding invitations to cover events.
- Proofread all documents/jobs produced by the Community Relations Department as well as drafts of emails.
- Sent Community Relations emails for condolences, births and other events to employees and students.
- Proofread all graphics/emails for Student Activities and multiple other departments.
- Proofread all Health Sciences handbooks as well as other information for external distribution.
- Proofread ICC website information and revised as requested.
- Serves as treasurer for the College Public Relations Association of Mississippi.
- Serves as secretary of the Itawamba Community College Alumni Association.
- Member of the Public Relations Association of Mississippi – Northeast Mississippi Chapter.
- Member of the ICC Employee Association.
- Member of the ICC School of Humanities advisory committee.
- Serves as faculty adviser for the Chieftain, supervises a staff of 10 and publishes (including the layout) six online broadsheet editions as well as a summer issue.
- Serves on the ICC commencement/graduation committee and College Council
- Member of the Pilot Club of New Albany and Selective Service Board for Union County

Academic Division, Computer Science – Bradley Howard, Chair

- University of North Alabama Speaker Presentation
 - Caleb Ramey hosts a University of North Alabama speaker for his CSC 1113 classes. The goal was to give students options after ICC, which would, in turn, continue to provide drive for them to finish their degree at ICC.
- Artificial Intelligence PD Offerings
 - Bradley Howard and Josh Gammill offered nine Artificial Intelligence professional development online courses to ICC employees through the MAIN (Mississippi Artificial Intelligence Network) grant with Dr. Kollin Napier, Mississippi Gulf Coast Community College and Intel. Each course is 16 modules and worth 32 PD hours per course. The courses offered: Introduction to Artificial Intelligence, AI for Sustainability, Introduction to Machine Learning, AI for Cybersecurity, Applied Ethics in AI, Intro to Generative AI, AI for Manufacturing, Natural Language Processing and AI for Computer Vision. Josh Gammill also offered a K-12 PD offering of Introduction to Artificial Intelligence for area educators for CEUs.

- Computer Science Articulation Meeting
 - Bradley Howard attended a Computer Science articulation (mini) meeting at Copiah-Lincoln Community College. At this meeting, Computer Science educators from community colleges and universities gathered to support updates to CSC 1113, CSC 1123 and a digital literacy class to better integrate emerging technologies. This was a meeting to support our colleges until the fall 2025 Computer Science articulation meeting.
- CSC 1114 Global Experience
 - ICC's Global Experience partnered with STEM for this upcoming May 2025 trip to Germany, Italy and Switzerland. As part of this experience, Bradley Howard created a new course based on CSC 1113 Computer Concepts named CSC 1114 Computer Concepts Global Experience. The entire course for Computer Concepts was revamped to offer student travelers an opportunity to learn technology as well as information about the places where they will travel in May. Each week, students learn new phrases in German and Italian, learn about places they will visit and apply this knowledge/information to computer applications and technologies.
- Computer Science
 - Bradley Howard worked with Community Relations to add STEM signage to the second floor of the John S. Crubaugh Education Building. This included a large School of STEM sign in the hallway on the second floor, an ICC Planetarium sign and two ICC "I" signs. The goal is to make the STEM floor more welcome to students, provide a more professional atmosphere and better recruit students to STEM.
- CSC 1113 Model Review
 - Bradley Howard completed a CSC 1113 Model Review to integrate Cybersecurity, Ethics and AI into the class as well as to check for disability conflicts within Canvas. The new material aligns with the mini curriculum alignment CS meeting in fall 2024.

Academic Division, Fine Arts – Dr. Cass Patrick, Chair

Dr. Dana Arnold

- Spring Preview Day
 - Recruiting
- Largest growth in art department, the largest community college art department enrollment (from the numbers)
- Mentored New Employee
 - Helped with setting up Canvas, advising, teaching content because lacking in content knowledge, supporting efforts, observing, being on-call if problems arose, etc.
- Student Involvement Fair
 - Created an area for students to join the Art club and prepared the materials needed, found volunteers to help
- Evening of the Arts
 - Matted and accepted student art work, shrink wrapped the artwork making it ready for the show, had over 150 pieces exhibited

- Reworked the curriculum for the classes I teach and made changes suggested by students in my classes. Asked my classes what worked and did not work with the class and actually listened to their responses and made the changes in the material or curriculum
- Adviser manual PD
- Autism in the Classroom
 - Professional Development
- Mental Health and Trauma
 - Professional development

Elizabeth Coker

- Attended Mississippi Communication Association Conference in Clinton
- Participated in the RCLF Business Roundtable Meeting with local business owners

Dr. Laurie McBride

- Tales of Terror – Halloween Readings
 - Students from Theatre Appreciation classes (and other volunteers) performed selected short stories for the season, using oral interpretation skills.
- Operation Christmas Child Participation
 - ICC students, faculty and staff donated over 135 gift-filled shoeboxes to Operation Christmas Child – an international organization
- The Legend of Sleepy Hollow performance
 - The Legend of Sleepy Hollow - school production
 - Cast and crew performed this American short story classic for over 400 area school children and their sponsors.
 - Offered this American short story classic to underserved community groups, including four assisted living centers - Generations, Charleston's Place, The Meadows and The Landmark of Tupelo as well as to Crossroads Ranch. Cast and crew helped audience members in wheelchairs to their vehicles after the show. Also invited were several home school groups.

Academic Division, Mathematics – Rob Francis, Chair

Casey Bolen

- Hosted daily office hours, as well as extended office hours on Fridays
 - Reserved special office hour on Fridays for Calculus IV students to attend
 - Reserved special office hour on Fridays for Business Calculus students to attend
 - Revised and provided personalized note outlines for all traditional courses taught
 - Worked two summer orientation days
 - Reached out to all my advisees via email during advising time

Bridgett Cash

- Math
 - Improved retention in traditional courses
- Added Supplemental Course Materials
 - Added supplemental videos in Canvas for MAT1723 Real Number System
- Serves on Local Advisory Board
 - Member of the Advisory Committee for Tupelo High School's Career-Technical Center for Educator Preparation.
- Participated in Recruiting Local High School Students
 - Shared information with students at the Tupelo Career-Technical Center's College Fair.

Chris Cox

- Math
 - School of Education met with School of Education Advisory Board
- Educators Rising
 - Educators Rising students read to 70 third grade students and did an art activity with them at Itawamba Attendance Center
- President of Ole Miss Advisory Board
 - Began third year as a member of the Ole Miss School of Education Advisory Board, last year, serving as the Vice President and this year, advancing to President.
 - Met with various superintendents within ICC's five-county district to discuss ICC's Teacher Assistant Program. These meetings provided great information and support from the local K-12 districts.

Rob Francis

- Stem Club Push
 - Pushed Stem Club for student involvement in the sciences. The goal was a more diverse group of student participants.
- Four-hour Calculus to Improve Retention
 - The four-hour Calculus I class has not only improved the number of Calculus I students complete but has increased the number of sections in Calculus 2, 3 and 4 which pushes ICC's upper-level Applied Mathematics students toward graduation.
- Tutoring and Collaboration Efforts
 - Offer specific tutoring for upper-level students where they know it will be offered by an instructor. Also, push all students to use the math study room.
- Presenter at the Mississippi eLearning Association (MELA) Conference
 - Along with Dr. Janae Hagan, presented "Ways to Cope with Stress and Decompress" at the MELA conference.
- Presented at the Mississippi eLearning Association conference
 - Served as a presenter along with Judith Griffie

Dr. Ira Lindsay Kinard

- Time for Tupelo
 - The Nu Sigma Omega Chapter of Alpha Kappa Alpha Sorority, Incorporated participated in Time for Tupelo on Saturday, March 22, 2025, along with Wear It Well, Inc. of Tupelo. Together, members of the group worked tirelessly to get its community closet organized and did landscaping.
- Math
 - Most of my MAT 1314 classes form study sessions to be more successful in this course. The study sessions for spring 2025 semester meet on most Mondays at 1 p.m. in Purvis 109. The students present the problems and as a group they talk through the process

Heather McCormick

- Daily MAT 1314
 - In spring 2024, the Mathematics Division implemented sections of MAT 1314 that met Monday-Thursday for 50 minutes. Because students attend class daily, math concepts are reinforced, and students have less opportunity to forget material between class periods. This increases a student's chance of success.
- Math
 - Four Hour Calculus I
 - In spring 2024, the Mathematics Division changed Calculus I to a four-hour course, providing instructors more time to review algebra and trigonometry skills and allowing them to work more examples (including homework problems) in class. Together, this increases a student's chance of success.
- CCIC Finalist Team
 - ICC's team, one of 12 selected nationwide for the final round of competition, was selected as a finalist in the Community College Innovation Challenge. The team of four students submitted a STEM innovation, ViruShield for HIV patients, to help solve a real-world problem. This innovation was intended to keep viral loads undetectable so the disease would be untransmissible. Through the CCIC Boot Camp, students learned soft skills to help pitch the innovation and had the opportunity to discuss their innovation with stakeholders on Capitol Hill.
- Narration Script for the ICC Planetarium
 - Four students were selected to write scripts for the ICC Planetarium. They will research their topic and develop a script that can be used with the planetarium shows. Students will receive a \$250 stipend from the TVA donation.

Justin Spencer

- Increased Enrollment in Upper-Level Mathematics
 - Offering four-hour Calculus I has led to increased student success in the course, and subsequently to higher enrollment in courses such as Calculus II, III and IV and Differential Equations.

Elizabeth Tally

- Math
 - AP Statistics Reader
 - Advanced Placement (AP) readers evaluate and score AP students' free responses to ensure their grades reflect college-level achievement in a specific subject. This can improve instructional practices and enhance classroom effectiveness.

Academic Division, Social Science – Lynn Millender, Chair**Dr. John C. Arnold**

- Voter Registration Day / Constitution Day
 - Volunteer on the ICC Fulton Campus

Megan Lewis-Eidt

- 2025 ICC Mississippi Humanities Teacher of the Year
 - Presented “In Your Face History: How Technology and Mass Media Have Transformed the Study of History,” on February 4, 2025.
 - Recognized at the Mississippi Humanities Awards Ceremony on March 24, 2025
- Voter Registration Day / Constitution Day
 - Served as Tupelo Campus Coordinator
- Women in Higher Education Mississippi Network (WHEMN)
 - Attended Annual Conference, February 2025

Judith Griffie

- Voter Registration Day / Constitution Day
 - Volunteer on the ICC Fulton Campus
- “Enhancing our Wellbeing with Plants”
 - Presented “Enhancing our Wellbeing with Plants” as a professional development opportunity for ICC Faculty and Staff on the ICC Fulton and Tupelo Campuses. April 2024
- Women in Higher Education Mississippi Network (WHEMN)
 - Attended Annual Conference, February 2025

Missy Griffith

- Voter Registration Day / Constitution Day
 - Volunteer on the ICC Fulton Campus
- Social Work Month Celebrations
 - Presenter at the ICC Fulton Campus Event
- Women in Higher Education Mississippi Network (WHEMN)
 - Attended Annual Conference, February 2025

Dr. Janae Hagan

- Voter Registration Day / Constitution Day
 - Volunteer on the ICC Tupelo Campus
- Social Work Month Celebrations 2025
 - Presenter at the ICC Tupelo Campus Event
- “Enhancing our Wellbeing with Plants”
 - Presented “Enhancing our Wellbeing with Plants” as a professional development opportunity for ICC Faculty and Staff on the ICC Fulton and Tupelo Campuses. April 2024
- Women in Higher Education Mississippi Network (WHEMN)
 - Attended Annual Conference, February 2025

Stacey Hughes

- Social Work Month Celebration 2025
 - Presenter at the ICC Tupelo Campus Event

Dr. Bruce Ingram

- Youth Instructor
 - Teaches the top youth during the Sunday night DNow group about how to live Christian values in a loving, life affirming way in the society today.
- Voter Registration Day / Constitution Day
 - Volunteer on the ICC Tupelo Campus

Masha Laney

- School of Humanities
 - Coordinated internship program with the Amory Regional Museum. The program has expanded to two internships: one for spring 2025 and one for summer 2025.
 - Served as Sponsor for the ICC Humanities Club
 - Coordinated Meetings of the School of Humanities Advisory Board
 - Coordinated numerous events of the School of Humanities
- Voter Registration Day/Constitution Day
 - Assisted with Planning for the Event
 - Served as Fulton Campus Coordinator
 - Recruited Volunteers from the ICC Humanities Club
- Women in Higher Education Mississippi Network (WHEMN)
 - Attended Annual Conference, February 2025

Lynn Millender

- Humanities Internship Pilot Program
 - Successfully created and piloted a student internship program during Summer 2024 with the Amory Regional Museum, Amory, Mississippi.
- Itawamba County Development Council (ICDC) – Jr. Leadership Program
 - Presented “Effective Leadership” to ICDC Jr. Leadership Participants, August 3, 2024
- \$2,700 American Association of Community Colleges Award to Support National Voter Registration Day
 - Co-Authored grant application requesting funding to support ICC’s Constitution Day Events for participation in National Voter Registration Day.
 - Served as Program Coordinator for all grant activities that included voter registration events on all three locations. The event included volunteers from the ICC Social Science Division Faculty, members of the ICC Humanities Club, ICC Student Government Association, Men of Excellence, Women of Excellence, and representatives from the Circuit Clerks offices of Chickasaw, Itawamba, Lee, Monroe, and Pontotoc counties. Participants had opportunities to confirm voter registration status or register to vote and to learn more about the voting process. Due to our efforts, over 300 participants registered to vote.
 - Served as Belden Center Coordinator
- Social Work Month Celebrations 2025
 - Coordinated “Social Workers are Superheroes” on the ICC Tupelo and Fulton Campuses. These events provided students and ICC Faculty and Staff opportunities to learn more about the educational and professional requirements to become a social worker. Participants also had the opportunity to learn more about the field from a panel discussion featuring several social work professionals with numerous years of experience and expertise.

David Rakestraw

- Voter Registration Day / Constitution Day
 - Volunteer on the ICC Fulton Campus

Holli Tomlinson

- Voter Registration Day / Constitution Day
 - Volunteer on the ICC Fulton Campus
- Women in Higher Education Mississippi Network (WHEMN)
 - Attended Annual Conference, February 2025

Dr. Kyle Tullos

- “Ethics and AI”
 - Presented “Ethics and AI” as a professional development opportunity for ICC Faculty and Staff on the ICC Fulton and Tupelo Campuses. Friday, September 27, 2024.

Academic Division, School of Humanities

- School of Humanities: Career Spotlight Social Work
 - Leslie East Springfield, who works for Monroe County Child Protective Services, will discuss her career path and job responsibilities with ICC students and the Humanities Club members. ICC has several Social Work majors.
- School of Humanities: Dr. Seuss Week
 - Students volunteered to visit the Fulton and Tupelo Campus Early Learning Centers (three classes) and read Dr. Seuss books and hand out goodies to promote reading.
- School of Humanities: Mental Health Day
 - Angie Herring, mental health coordinator, provided students with words of affirmation and wellness tips to promote mental health awareness.
- School of Humanities: Career Spotlight Museum Director
 - Wayne Knox, Amory Regional Museum director, discussed his career path and job responsibilities with students and internship opportunities at the Museum.
- School of Humanities: History of Professional Wrestling in the South
 - Authors and professors from Mississippi State University, Louisiana State University and Delta State University participated in a panel discussion, open to the community and ICC students, about southern culture and the history of wrestling in the South. The Humanities Club partnered with the ICC Alumni Association.
- School of Humanities: Career Spotlight Kealy Shields WCBI
 - Kealy Shields, ICC alumnus and broadcast journalist, spoke with ICC students about her career path and job responsibilities as well as her time at ICC.

Academic Division, School of STEM

- STEM Club (Field Trip to Ole Miss)
 - ICC's STEM Club traveled to the University of Mississippi on Friday (February 28, 2025) to tour the campus, including the acoustics lab and new Duff Center (STEM building).
- STEM Club (Skylake Boardwalk Trip)
 - ICC's STEM Club traveled to the Skylake Boardwalk (Belzoni) on November 8, 2024 with funding by TVA. Biologists and forestry representatives spoke to students about the area and conservation efforts.
- STEM Internships with the Department of Defense

- Two STEM students (Analyse McMillen and Sara Davis) were selected to an 11-week SPICE internship program with the Department of Defense. Students were vetted by the School of STEM leads and assisted in creating résumés and delivering solid interviews. ICC representatives will travel to Indianapolis in June to kick off with a formal event with the students.
- STEM Club Meeting (Microsoft Scholarship)
 - ICC's STEM Club hosted a Microsoft Scholarship meeting for STEM Club members to relay information about the Microsoft Last-Mile Scholarship offerings to Cybersecurity/CS students.
- Math
 - STEM Club Meeting (Engineers Without Borders) – ICC's STEM Club hosted an Engineers Without Borders meeting for STEM Club members. Engineers Without Borders is an organization that works with universities to solve real-world STEM problems. ICC is one of the first community colleges in the nation to begin working with EWB this past fall. The meeting gave students an opportunity to solve a clean-water scenario with EWB leaders.
- STEM Club Meeting
 - ICC's STEM Club hosted a general welcoming meeting to connect with students, relay information about upcoming STEM projects/meetings, mention officer positions, etc.
- STEM Advisory Committee Meetings (September 5, 2024 and February 13, 2025)
 - The School of STEM hosted two STEM Advisory Committee meetings this school year STEM initiatives and projects were shared with committee members, and there was an opportunity for feedback. Two new STEM Advisory Committee members were added to the board, Dr. Carol Britson (Associate Chair for Undergraduate Studies in Biology at Ole Miss) and Mike Crabb (Outreach Officer Region 1 with the Mississippi Forestry Commission).
- STEM Week Meeting (MSU)
 - ICC's STEM Club hosted a meeting with Mississippi State University to kick off STEM Week (first week of February) for STEM Club members.
- STEM Week Meeting (University of Mississippi)
 - ICC's STEM Club hosted a meeting with The University of Mississippi during STEM Week (first week of February) for STEM Club members.
- Mueller Internship
 - Maddox Clouse is in his second year of a Mueller Industries (Fulton) internship through the School of STEM.
- School of STEM: Northrop Grumman Presentation
 - The School of STEM hosted Bill Butler, an engineer with Northrop Grumman, who discussed his company's work and opportunities as well as other information related to engineering.
- Math
 - School of STEM: Tennessee Valley Authority Presentation – Representatives from TVA discussed with students the history of TVA and current opportunities (including internships).
- STEM Week: CCIC Presentation
 - Team members from ICC's 2024 CCIC Finalist team discussed with students the basics of the competition as well as the benefits of participating in the competition.

- School of STEM T-shirt Design Contest
 - With funds from TVA, the School of STEM hosted a t-shirt design contest. The focus of the design was clean energy, and Conner Smith was the winner and recipient of \$300. The t-shirts help promote the School of STEM in the community.
- School of STEM: Creating a CV and Cover Letter
 - The School of STEM hosted the first in a workshop series to enhance the soft skills of students. Carla Garrett, director of the Career Center, shared information about creating a CV and a cover letter.
- School of STEM: Improving Your Interview
 - The School of STEM will host the second in its soft skill workshop series. Carla Garrett, director of the Career Center, will discuss improving their interview skills.
- US Space & Rocket Center STEM Club Trip
 - STEM Club used Mississippi Space Grant funding to cover costs for faculty and students to spend a day learning about aerospace engineering and increasing awareness of STEM education.
- STEM Club
 - Representatives for the Mississippi Rural Physician Scholarship Program/Mississippi Rural Dental Scholarship Program presented to interested students.
- STEM Club
 - Ole Miss School of Pharmacy representatives met with prospective students.
- STEM Club
 - Walgreens representatives met with prospective pharmacy majors and pharmacy tech majors to share what a job in retail pharmacy would entail.
- STEM Club
 - MSINBRE representatives met with STEM majors interested in learning more about scientific research opportunities in Mississippi.
- STEM Club
 - STEM Club collected items for ICC's Food pantry to help serve ICC's student population in need.
- School of STEM
 - School of STEM was awarded a TVA grant of \$17,000.
- STEM Club
 - Engineers Without Borders will host another meeting with prospective students.

eLearning Instruction Division, Denise Gillespie, Dean

- eLearning Instruction
 - Added capacity in the Tupelo eLearning lab and reconfigured student flow in the Fulton lab. In the Tupelo eLearning testing lab, TIS completed a full wiring and server upgrade during summer 2024 which led to the increase of testing capacity from 63 to 85 stations. Desks and chairs were found on at the college that matched existing ones, so no new expenses were added for furniture. The TIS upgrade to technology greatly assisted with reducing technical issues during testing in the Advanced Education Center,

which improves the experience for both the student and proctor. For Fulton's lab, the flow of traffic was redesigned to provide a better experience for students. They now use a different entry door, have a check-in lobby and waiting area inside, and proctors can start exams faster since the check-in room was added. The student and proctor experience has improved in Fulton. Additional improvements included new signage and lab appearance.

Billy Carson

- 22nd Annual St. Louis Federal Reserve Professors Conference - Active Learning in the College Classroom Conference
 - The two-day conference, which focused on better ways to use active learning to teach economics, was located at the Federal Reserve Building in St. Louis, Missouri.

Tequila Sunrise

- New Global Syllabus page
 - Redesigned a new global syllabus page that better streamlines course specific information and includes links to a Google Document housed in the vice president's office for college specific information. The new document will improve accuracy of college-specific information and be less time-consuming for faculty to revise course specific information. Also finished replacing all old online syllabus pages in Canvas by the end of August 2024. I am also
 - Serve as the president for the statewide eLearning group, MELA, for the 2024-2025 term.

Holly Weeden

- First Place – Public Relations Innovations – Junior Division
 - ICC's Early Childhood Education Program Bilingual Curriculum Flyer entry was submitted to the College Public Relations Association of Mississippi. One of the ECE Advisory members had requested the curriculum be printed in Spanish to be shared with local Hispanics in the Head Start community.

Health Science Instruction – Tonya Vaughn, Dean

- PEERS Certified Trainer for Young Adults
 - Training through University of California- Los Angeles was to assist young neurodiverse adults in conversation, making friends, social outings, dating, handling disagreements and bullying.
- Executive Committee for Bloom project
 - Collecting data, analyzing data and identifying and implementing three divisions of Bloom.
 - My primary focus was on Bloom Academy. I also served on the hiring committee for the coordinator and instructor.
- Code Blue and Red
 - Hosted two sessions in the fall and two in the spring for area high school students to showcase all of the health science departments in one collaborating event.

- Implementation of 1.3 million grant from Accelerate
 - Partnered with North Mississippi Medical Center to provide money for 30 Associate Degree Nursing students to work as apprentices and also to expand the ADN classrooms to accommodate the increased number of nursing students retained.
- Board of Directors for Mantachie Rural Health Clinic
 - Currently serving as the Secretary for the board, also on the strategic planning committee and board policy committee

Mallory Pennington

- Master of Health Informatics and Information Management
 - Earned Master's Degree in HIIM from William Carey University.
- Mentor Award recipient from MSHIMA.
 - Selected as the recipient of the "Mentor of the year" award from HIM's state organization, MSHIMA, for 2024.
- AHIMA Scholarship Review Committee designee
 - Selected from AHIMA, national HIM organization, to serve as a scholarship review committee member for 2024.

Lauren Asters

Associate Degree Nursing

- Improved Student Retention
 - In the fall 2023, efforts began to improve student retention. However, those efforts have continued and have been modified to ensure student success while maintaining the academic integrity of nursing education. In May 2024, planning began for the second annual nursing bootcamp. The 2024 bootcamp was planned with modifications from 2023 to maximize attendance, enhance engagement and target identified barriers to success. For fall 2024, faculty planned and incorporated critical thinking application (CTA) days for freshman ADN students. These days involve hands-on learning with simulations, case studies and escape rooms to reinforce concepts taught in class. In reviewing statistical data, test scores have improved, on average 7 points, when compared to scores prior to the implementation of CTA. Additionally, faculty have strived to create a student-centered environment with a focus on relationships to promote connectedness and motivation to success. Early in the fall semester, faculty planned and hosted a cookout for students with outdoor games. This provided an opportunity outside of class to connect with classmates and faculty. That environment and connectedness has been maintained through food truck days and costume contests, just to name a few, all while learning. Faculty have strived to make learning fun. The CTA days involve hours of planning for faculty before implementation. However, the thoughtfully designed activities are making an impact in how students learn and retain information. The above and beyond efforts to make learning fun for students has created a place where students want to be. These combined efforts and strategies implemented by the ADN program have led to another year of improved retention rates while maintaining board pass rates. Retention rates for the fall 2024 freshman class were 81% compared to a historical average of 55%. The overall NCLEX pass rate was 98.8% for the spring 2024 graduating class. This data serves as evidence that the quality of instruction has resulted in graduates that will serve our community with safe and effective nursing care.

Donna Vaughn**Health Information Technology**

- Job Placement for 2024 graduates
 - 100% job placement for 2024 graduates
- HIT National Exam Pass Rates
 - 88% pass rate on national exam (7 out of 8 graduates passed). The one student that did not pass is taking the exam over.
- AHIMA Mentor/Mentee program
 - Mallory Pennington served in AHIMA's mentor/mentee program, which provides community impact.
- Scholarship Reviewer
 - Mallory Pennington served as a scholarship reviewer for AHIMA (enhances college climate).
- Book review
 - Donna Vaughn presented a book review for AHIMA for Basic ICD-10-CM and ICD-10-PCS Coding.

Dee Dee Lomenick**Occupational Therapy Assistant**

- Philanthropy Event – 2024 graduates raised \$1760 to give back to community and fieldwork affiliates which included: TK Martin, North Mississippi State Hospital and KidSense.
- Community Service – Students from both our freshman and sophomore classes volunteered with Night to Shine.
- Certification Exam Pass Rate and Employment – Eight of the 2024 graduates passed the NBCOT examination, and seven have secured jobs.
- Hands on Educational Experience – Each spring our students partner with the North Mississippi State Hospital to lead community reentry groups with facility patients.

Dr. Cheryl Ware**Physical Therapist Assistant**

- 100% Employment Rate
100% of graduates who successfully passed board exam and sought employment were employed as PTAs
- Program Participation in NMMC Toy Drive
Students participated in NMMC Pediatric Unit's Annual Christmas toy drive by donating toys to the Pediatric unit for distribution to pediatric patients
- Professionalism Learning
- Both PTA student cohorts attended the APTA-MS annual fall conference

Lisa Pearson**Practical Nursing**

- Program Accreditation
 - The Practical Nursing program received full accreditation status from the Mississippi Board of Nursing after the accreditation site visit October 21-23, 2024, which is based on compliance of adhering to the standards and criteria for state accreditation. Full accreditation status is defined as a practical nursing program that has met all standards set forth in "Accreditation Standards and Rules and Regulations for Mississippi Programs of Nursing." Accreditation Standards and Criteria are based on Governance, Faculty and Staff, Students, Curriculum, Resources and Outcomes. State accreditation is required for graduates of Mississippi schools of nursing to take the licensed practical nurse examination (NCLEX-PN). A four-member accreditation site team selected by the Mississippi Board of Nursing visits nursing programs every eight years to verify and clarify data presented in the self-study of the practical nursing program. The self-study considers previous evaluation instruments and their results, number of students enrolled, attrition rate, number of students completing, number of students placed and percentage of students passing NCLEX-PN. It also includes clinical site usage and affiliation agreements. The practical nursing program utilizes a Systematic Plan of Evaluation (SPE) which is a written comprehensive document that contains specific, measurable expected levels of achievement and appropriate assessment methods. The SPE is an ongoing program evaluation based on the Accreditation Standards and Criteria with each standard and criteria evaluated and reviewed throughout the year with revisions made when necessary to maintain compliance. Continuous self-evaluation of the practical nursing program utilizing the SPE is a crucial element in delivering quality instruction to students to help meet the demands of the workforce in healthcare. The SPE promotes the practical nursing program's alignment with the college's strategic initiative three to deliver quality instruction, workforce training and support services that improve programs and student achievement.
- Community Partnership
 - The Practical Nursing program partnered with North Mississippi Health Services to assist with performing physical exams on 1,500 north Mississippi area high school athletes. The Practical Nursing students and instructors assisted with registration of student-athletes, eye exams, vital signs and height and weight measurements. The student-athletes physical exams were conducted at the Tupelo Furniture Market from 7:30 a.m. to 5 p.m. The Practical Nursing program believes in promoting student opportunities to provide community involvement. It aligns with the college's strategic initiative 2, which promotes a college culture that expands opportunities to increase community impact. The Practical Nursing department's involvement with these physical exams helps strengthen existing community, workforce and educational partnerships.
- Practical Nursing Graduates of 2024
 - An outcome goal for the Practical Nursing program is the NCLEX-PN licensure exam passage rates will be at or above national average. The national average for NCLEX-PN licensure exam passage rate for 2024 was 79% as reported by the National Council of State Boards of Nursing (NCSBN).
 - In 2024, the Practical Nursing program graduated a total of 53 (25 in July and 28 in December). As of March 5, 2025, of the 53 graduates, 48 have completed the NCLEX-PN exam with 43 obtaining licensure for a 90% pass rate.

- ADN to PN Bridge Program
 - The ADN and PN programs of Itawamba Community College have aligned core curriculum courses for the implementation of reverse articulation. Only currently enrolled ICC ADN students or those enrolled but withdrew from the current semester will be eligible to apply for the Transfer from ADN-to-PN program. The need to facilitate student success and reduce achievement gaps in learning was a key factor in the alignment of the ADN and PN curriculum courses. The PN program admitted 10 students who were not successful in the ADN program. Of the 10 students admitted in May 2024 summer term, eight successfully completed the PN program and successfully completed the NCLEX-PN licensure exam. All eight of these graduates are employed as LPNs or enrolled in the AND program.

Cassie Alexander

Public Health Technology

- Exhibitor
 - Served as an exhibitor at the third Annual Health Career Summit & Expo in Memphis, TN that included students from Tennessee, Arkansas and Mississippi.
 - Served as an exhibitor and speaker at the Mississippi Community Health Workers Association Conference in Biloxi. The conference focused on implementation of a Mississippi State Department of Health certification process for Community Health Workers. (June 2024)

Paul Crum

Radiologic Technology

- Maintained registration with ARRT
- Completed 24 hours of CEUs and maintained registration with the American Registry of Radiologic Technology
- The RGT program has a 106% graduation retention rate for 2024.
- The RGT program had a 100% graduate employment rate for 2024.
- The RGT program exceeded accreditation requirements by maintaining a 5-year first attempt ARRT exam pass rating of more than 75% for the fifth year in a row.
- Faculty maintained certification with ARRT by completing 24 hours of CEUs.

Adam Denton

Respiratory Care Technology

- ICC Leadership Development Institute
 - Graduated LDI

Alicia Thornton
Surgical Technology

- SUT
 - Graduate of Leadership Development Institute, successfully completing the requirements and demonstrating a commitment to personal and professional growth.

STUDENT SERVICES – Dr. Brad Boggs, Vice President

Admissions and Registrar
Rachel Steele

- MCCB Diploma Taskforce
 - Rachel Steele, Director of Admissions and Registrar, served as the MCCB Diploma Taskforce Chair, a newly created taskforce charged with creating policies and procedures to protect students, institutions and the state from receiving fraudulent and otherwise worthless credentials.
- Advanced Placement Electronic Score Delivery
 - In conjunction with the Telecommunications and Information Services (TIS) department, advanced placement scores sent from the College Board are received by the College electronically and not by mail to provide faster service to students.
- Online Residual ACT Registration
 - In conjunction with the Telecommunications and Information Services (TIS) department and the Business office, an online registration and payment form was created for students who need to take the Residual ACT. The registration form not only provides better service and communication to students but also enhances data collection and analytics for the College.
- Perfect MCCB Enrollment Audit Exit Reports
 - The Admissions office successfully completed the spring 2024 MCCB enrollment audit with zero findings. At the time of this report, the summer 2024 exit report has not been issued, but is expected to also have zero findings.
- Improved Audit Enrollment Preparation
 - The Admissions office conducted a rigorous internal audit of 6,717 student admissions files during the summer 2024, fall 2024 and spring 2025 terms. Additional procedures and preaudit check reports were created in Argos to ensure seamless enrollment audit data collection, upload and validation processes.
- ERPA Professional Development
 - Rachel Steele, Director of Admissions and Registrar, created an online Family Educational Rights and Privacy Act (FERPA) professional development for all employees, which includes a recorded lecture, lecture resources, a competency quiz and an open discussion board for participant questions.
- Secure and Efficient Dual Credit Grade Reporting

- With the help of the Telecommunications and Information Services (TIS) department, the Admissions office created a secure and efficient process to enable high school counselors to access midterm and final grades of currently enrolled dual credit students via Counselor Connect. This effort streamlined administrative efficiency and timeliness for both the Admissions office and high school partners.
- Degree Works Professional Development
 - Ashton Davis, Degree Auditor and International Student Admissions Specialist, created an online professional development and hosted six live workshops to train full-time and faculty advisers on Degree Works, its functions and how to correctly review a degree audit.
- Dixie Owen Earns Bachelor's Degree
 - Dixie Owen, Dual Credit Admissions Specialist, earned a Bachelor of Arts degree in English Literature from Mississippi University for Women in December 2024.
- Admissions Applications Processed
 - The Admissions office processed more admissions applications at a faster pace compared to the previous year.
 - 12,613 admissions applications were processed from March 9, 2024 - March 6, 2025, an increase of 11% compared to the previous year.
 - In 2024, the average process time for an application was 1.95 days as compared to 1.92 days in 2023. While this number increased, the increased number of admissions applications proves that speed on individual applications increased to maintain this pace.
- Leadership Development Institute Graduate
 - Rachel Steele, Director of Admissions and Registrar, successfully completed the ICC Leadership Development Institute program.
- Credentials Awarded
 - The Registrar's office awarded 1,340 associate degrees and certificates to 1,308 students from the May, August and December 2024 terms.

Advising

Lori Little

- Advising Accomplishments 24-25
 - Fall 24/Spring 25 Athletic Grace Checks
 - 391 Student-Athletes Contacted
 - 287 Student-Athlete Appointments
 - 39 Instructional Support Referrals
 - Hired Blair Cullum as Dual Credit/Academic Adviser
 - Health Science/Career Education Fairs

- 22 Area Career Education/Health Science Career Fairs – Advisers present/presented
- EAdviser
 - 1,652 Email Responses
- Advising Center Contacts
 - 4,922 Student Contacts (All locations)
- Professional Development Offerings
 - Degree Works University
- New Adviser Training
- PTK/Honors Advising
- Health Informatics Information Management – University of Mississippi Medical Center
- Speech Pathology – Mississippi University for Women
- Exercise Science
- Integrated Marketing Communications

Orientation Sessions

- 17 Sessions
- 1,409 Students Registered

Dual Credit Program

- Dual Credit Registrations – 1,886
- Dual Credit Courses – 2, 503
- Dual Credit Counselor Meetings – 20
- Dual Credit Retreat
- Created Dual Credit Resource Canvas Courses
- Imagine the Possibilities Career Expo

Degree Works

- Implemented Degree Works with all faculty/staff
- Collaborated with Admissions to create training video/sessions

Adviser Training

- Creation of Advising Canvas course
- Developed Advising Manual for all new advisers
 - Training provided for 18 new/existing staff

Student Information Sessions

- Health Science Information (2)

Professional Development

- Blake Buse – Completed bachelor's degree, University of Mississippi Medical Center

- Lori Little, PEERS – Young Adult, UCLA

Student Organization Activity

- Women of Excellence
 - The Importance of Community Service – 31 Attendees
- Professional Dress Seminar – 27 Attendees
- Lunch and Learn on College Involvement – 35 Attendees
- Trading Post Restock Drive
- Constitution Day

C2C Program

- 98 Students Enrolled (Grant/Coaching)
- 31 Students Awarded C2C Grant
 - \$51,000 in Scholarship Money Received
- Program Closed – fall 24

Career Services

- Résumé Repair
 - Belden/Fulton/Tupelo
 - 114 Students
- Mock Interview
 - Career Education/Health Science/School of Academics
 - 51
- Career Testing and or Career Counseling
 - Fulton and Tupelo campuses
 - 65 Students
- University/College Visits
 - 43 Individual Visits
- 36 Job Listings

Events/Presentations:

- Unity Program: Celebrating Unity Through Diversity
- “Career Spotlight” presentations feature specific majors at ICC to provide curriculum and career information to students/faculty.
 - Education
 - Athletic Training

- Paralegal Studies
 - Health Information
 - Speech Pathology
 - 70 Student/Faculty Attendees
- College Transfer Fairs
 - Fulton and Tupelo campuses
 - 38 Colleges
 - Career Services Presentations
 - Health Information Technology Employability
 - Information Systems Technology Employability
 - Mississippi Department of Human Services Family Navigator
 - Short- and Long-Term Goals
 - ICC Selective Admissions Health Programs
 - Admissions/Interviewing (2)
 - Career Education Job Fair Prep Presentations (2)
 - OTA Employability Skills
 - Professionalism and Interviewing for ADN Students
 - STEM Soft Skills Cover Letters and Résumé Development
 - STEM Soft Skills Interviewing Skills
 - Tupelo Indian Delegation Career Exploration/Choosing a Major
 - Tupelo Indian Delegation Interviewing Skills
 - LinkedIn 101 = Networking Like a Pro (2)
 - 428 Students Served

Mande Miller

Middle College Program

- For the 24-25 school year, the Middle College program has 53 students pursuing their high school diploma and Associate of Arts degree simultaneously. With a 93% success rate since 2019, the class of 2025 will graduate 23 students with an average GPA of 3.7. Student Involvement and Honors include SGA, Indian Delegation, Instructional Support Tutors, Phi Theta Kappa, STEM Club, and two selected for the 24-25 Hall of Fame.

Jim Ingram Community Leadership Institute

- Selected for the Community Leadership Institute (CLI) Class of 2026.

Middle College Classroom Renovations

- ICC Foundation designated funds donated by a donor to assist in furnishing the Middle College collaborative learning spaces on the Tupelo Campus.

Athletics

Football

- 2024 Football Season
 - Football finished 6-3, only one game short of playoffs.

Women's Soccer

- Region 23 Semifinals
 - Women's soccer finished their season 12-4-2 and advanced to the Region 23 semifinals.
 - Top 20 Final National Ranking in NJCAA (#18)
 - Top 4 MACCC Finish in Regular Season
 - MACCC Conference Quarterfinal Win
 - NJCAA Gulf South District Semifinal Appearance

Men's Soccer

- Region 23 Quarterfinals
 - The men's soccer team finished the season 9-6-3 and advanced to the Region 23 quarterfinals.

Volleyball

- Region 23 Semifinals
 - The Volleyball team finished the season with 19-11 and advanced to the Region 23 semifinals.

Softball and Tennis Complex

- Opened the new softball stadium and the softball and tennis complex.
 - Named the softball field “Andy Kirk Field.”

Lil Indians Club

- Started the Lil Indians Club and had 53 total participants. Also hosted many Lil Indians Club events during football, volleyball, women's basketball, men's basketball, softball and baseball. Participants high-fived the athletes, joined them on the field/court to stand for the National Anthem and toured facilities.

Hired New Coaches

- Football Offensive Coordinators: Dan Ellington (2024), Chance Lovertich (2025)

- Men's Basketball Assistant Coach: Josh Lane
- Assistant Volleyball Coach: Caroline Aldridge
- Assistant Tennis Coach: Maggie Green
- Assistant Men's Soccer Coach: Andy Elkins
- Head Softball Coach: Carson Owens
- Assistant Softball Coach: Madison Monson
- Darrian Wilson became the head coach for men's basketball.

Renovations of Athletic Facilities

- Phase 1 of renovating the baseball field is complete. Baseball field renovations include new irrigation, new drainage system, turf for the foul territory, new dugouts, new infield and new bullpens. In the fieldhouse for football, new logos were added. The weight room renovation includes new weight racks and other equipment. In the Davis Event Center, the ICC logo was added under the scoreboard.

MACCC Academics

- 104 student-athletes earned all MACCC academic honors. 34 student-athletes were selected as distinguished academic All-MACCC. 70 academic ALL-MACCC. The MACCC Academic Team of the Year was ICC's Men's Tennis with a 3.75 GPA.

NJCAA Academics

- 62 student-athletes and 10 of 11 teams earned NJCAA honorable mention academic honors. NJCAA Academic GPA Honorable Mentions: Men's Tennis – 3.75 – 2nd in NJCAA,
- Women's Tennis – 3.76 – 3rd in NJCAA,
- Men's Soccer – 3.37 – Tied for 4th in NJCAA.

MHSAA Basketball Tournaments

- Hosted the MHSAA middle school tournament, the MHSAA 4A tournament and the MHSAA quarterfinals.

Alumni Events

- Athletics hosted an Alumni Day/Night for each sport. Volleyball, men's and women's soccer, men's and women's tennis, men's and women's basketball, football, golf, softball and baseball.

Increased Business Sponsorships

- Increased business sponsorships with scoreboard signs, football golf tournament and golf scramble.

Halftime Activities

- Along with Student Activities, athletics hosted events during the halftime shows of basketball games to increase student attendance.

Indian Club Money Raised

- A record-setting amount of money was raised in one semester than for the entire previous school year. From July 2024-February 2025, \$133,748.81 was raised for Indian Club.

All-State Athletes

Several athletes selected as All-State athletes.

- 3 Softball: 1 athlete – 2nd team, 2 athletes – honorable mention.
- 4 Volleyball: 2 athletes – 1st team, 1 athlete – 2nd team, 1 athlete – honorable mention.
- 4 Men's Soccer: 1 athlete – 1st team, 1 athlete – 2nd team, 2 athletes – honorable mention.
- 3 Women's Soccer: 1 athlete – 2nd team, 2 athletes – honorable mention.
- 13 Football: 3 athletes – 1st team north, 5 athletes – 2nd team north, 5 athletes – honorable mention north.

All-Region and All-American Athletes

- One volleyball athlete was named to the 2nd team All-Region. Two football players were named to the 2nd team All-Region. One football player earned an honorable mention for All-American.

Increased Community Engagement

- Several athletics events increased community engagement: Romie's Roadshow, Football National Signing Day/Radio Event, Golf Tournaments, Alumni Athletic Events and Cancer Awareness/All-American Hero Nights.

Campus Safety

Jason Dickinson, Campus Police Chief

- CIT Certification
 - CIT Certification deals with Mental Health, and officers spend 40 hours of training to qualify. Once they have completed the course, they can talk to and admit someone to a mental health facility for quicker results for the student. ICC is in the process of having every officer CIT trained. Currently there are 6 officers CIT.

Financial Aid

Terry Bland, Director

- Submitted FVT/GE
 - FVT/GE for 2223 and 2324 has been successfully submitted to NSLDS prior to the February 18, 2025 deadline.
- Financial Aid Implemented Trigger Emails
 - "Implemented Trigger Emails to:
 - advise students and advisers regarding a potential financial aid issue when dropping below 15 hours during the term,

- inform students of financial aid suspension and any other SAP status that prevents awarding of financial aid upon registering for classes,
 - how to process a loan when FAFSA indicates only loan eligibility,
 - required disclosure information upon loan acceptance,
 - required disclosure information upon loan cancellation,
 - student registered but has no FAFSA on file and
 - notifies transient students regarding ineligibility for financial aid.
- Financial Aid
 - Net Price Calculator
 - Completed the setup and launch of our Net Price Calculator (a Meadow product) at www.iccms.edu/npc to assist prospective students with determining the affordability of attending ICC.

Fitness Center

Michelle Pruitt

- Created New Belden Fitness Center
 - The Fitness Center partnered with the Belden Center to create a new space for the Belden Fitness Center.
 - It was fitted with new flooring, weights and some new equipment mixed in with existing equipment. This space was much needed and is a great addition to the Belden Center.
 - Added an existing squat rack.
 - Purchased new bumper weights, dumbbells with our logo, hex bar, punching bag, walking treadmills, yoga mats, plyo box, weight bench, medicine balls, kettle bells and rubber flooring.
 - Added an existing treadmill and two ellipticals.
 - Added 2 TVs
 - Partitioned off an area for BeachBody on demand workouts.
 - Added a scan-in system.

Housing

Taylor Hart

- Surviving Chickasaw
 - Q&A for Residents to ask questions of their RAs and Hall Director as well as to review the housing rules and regulations and what is expected.
- Cereal Killerz Cereal Social
 - Encouraged students to dress as their favorite horror movie character, socialize with peers and enjoy a bowl of cereal.
- Don't Stress Ace that Test

- Set up a table in the lobby of Chickasaw Hall to pass out Stress Balls to the students on the way to their final exam
- How to Do Laundry
 - Demonstrated how to use the washer and dryers in the residence hall and taught students how to do their laundry effectively
- Speed Friending
 - Students were paired, given a question sheet to ask their partner before time is up. At that time, they must switch partners to meet new people to try and make new friends
- Mocktails and Murder
 - All residence halls put on a Roaring '20s-themed Murder Mystery with Mocktails where students played roles trying to figure out who the culprit is.

Lauren Inmon

- Cornhole Tournament
 - Pontotoc Hall hosted a cornhole tournament for its residents in the Pontotoc Hall Courtyard, which enabled them to mingle and get to know each other better as well as provide a friendly competition.
- Monster Mash
 - Housing hosted an event in the Band Hall with a live DJ where students were encouraged to attend wearing a Halloween costume and dance.
- Surviving Pontotoc Hall
 - Pontotoc Hall hosted an event in the W.O. Benjamin Fine Arts Center where residents had the opportunity to meet their hall director and RAs, receive useful information and advice on being a Pontotoc Hall resident and participate in a Q&A.

Iris Newsome

- Pumpkin Painting
 - Pumpkin Painting Contest – October 22, 2024
 - Itawamba Hall residents participated in pumpkin painting and socializing. Supplies were provided.
- Sip & Paint
 - Sip & Paint- September 25, 2024
 - Residents met in the lobby of Itawamba Hall for a night of painting and socializing. Paint, canvas, snacks and soda were provided.
- Door Decorating Contest
 - Itawamba Hall Door Decorating Contest – October 31, 2024
 - Itawamba Hall residents participated in a residence hall door decorating contest. Winners received ICC Grounds gift cards.
 - Door Decorating Contest Results
 - 1st Place Winner – Katlyn Strickland and Cloey Tate
 - 2nd Place Winner – Claire Davis and Olivia Foster

- Little Known History
 - Little Known History –February 2025
 - History Facts were emailed weekly to the students who reside at Itawamba Hall. Winners received ICC Grounds gift cards.
 - Week 1 Winner: Kelby Seals
 - Week 2 Winner: Elizabeth Sloan
 - Week 3: Shardae McIntosh
 - Week 4 Winner: Cassidy Lynn
- Hot Chocolate with Housing
 - Hot Chocolate with Housing - January 14, 2025
 - All Residence Halls partnered with Student Activities to host a hot chocolate social. Hot chocolate with toppings was provided. This event was part of Welcome Back Week and allowed students to socialize.
- Vision Board
 - Vision Board – January 28, 2025
 - Itawamba Hall residents met in the lobby to engage in a night of creating a vision board and socializing. Food and supplies were provided.
- Meet & Greet
 - Email with Resident Assistant and Hall Director information was sent to the Itawamba Hall residents.
 - All participants were asked to take a picture in front of an RA's information board and text it to the Hall Director in an effort to confirm they know their Hall Director number and RA information. Winner was Maggie Kimble. She was chosen at random and received a Grounds gift card.

Matthew Burrows

- Pizza Night at Lee Hall
 - Residents at Lee Hall were able to meet with their Resident Assistants and Resident Hall Director while sharing pizza together. They learned housing rules and procedures and were able to ask questions.
- We'll Be Your Valentine
 - Resident Assistants gave Valentine's Day treats to students in exchange for pick-up lines. Students were able to engage Resident Assistants in conversation and in a more casual setting.
- Super Smash Bros. Ultimate Tournament
 - Housing hosted a tournament for Super Smash Bros Ultimate. A prize was given to the first-place winner.

Dakota Hall

- Pumpkin Painting
 - A pumpkin painting session was hosted on the first floor of Magnolia Hall. Paint and pumpkins were provided, and students expressed their creativity on their pumpkins.

- Game Night with Housing
 - Board games were acquired from the library and brought to the Student Activities Center for a game night. Many students gathered to play board games with friends and strangers alike.
- Pickleball Tournaments
 - Male, female and co-ed pickleball tournaments were hosted at the pickleball courts. Prizes were given to the winners of each tournament.

Jessica Johnson

- Motivational Poster Night
 - Residents of Sheffield Hall came together to use positive creativity by making motivational posters to post around our residence hall.
- Vision Board Night
 - The residents of Sheffield Hall each did a vision board! They included interests, goals or dreams from magazines and printed motivational quotes onto a poster to hang in their room. This helps provide any inspiration or motivation they may need on any given day.
- Donut Stress
 - The R.A.s and hall director were in the lobby of Sheffield Hall from 11 a.m. – 1 p.m. to offer a variety of donuts to the residents. This allowed us to meet and greet any new spring semester residents as well as answer any questions our residents may have had.
- Halloween Door Contest
 - The residents of Sheffield Hall were given an opportunity to participate in a Halloween door decorating contest. Each resident who participated used their creativity and imagination to come up with a fun/spooky door for a chance to win a prize! It was a great way to get into spooky season and showcase their creativity and perceptions of Halloween.
- Board Game Night
 - This was the very first event of the fall semester for Sheffield Hall. The R.A.s and hall director hosted a board game night in the Sheffield Hall lobby. It was a cozy night in with light refreshments, music and several board games. This gave us the chance to meet and connect with our new residents. We were also able to answer any questions they had about the college, classes or residence life.

Ely Ward

- Welcome Week 2024
 - During our welcome week, we had a week long celebration welcoming our students back. During various events hundreds of students came out and enjoyed themselves (especially the freshmen who were in a new environment). This allowed our students to become comfortable and hopefully eased their minds when it came to the classroom.

1. Enhance College Climate

In Support of Attainment of Goals

Enhance an affordable environment that provides advanced technology, quality collegiate facilities, comprehensive administrative services and safe, attractive locations.

Community Relations and Recruitment

- ICC students, faculty and staff donated over 135 gift-filled shoeboxes to Operation Christmas Child – an international Christmas project of Samaritan's Purse.
- Cast and crew performed “The Legend of Sleepy Hollow,” an American short story classic for over 400 area school children and their sponsors.
- Offered “The Legend of Sleepy Hollow,” to underserved community groups, including four assisted living centers – Generations, Charleston Place, The Meadows and The Landmark of Tupelo as well as to Crossroads Ranch. Cast and crew helped audience members in wheelchairs to their vehicles after the show. Also invited were several home school groups.
- Sent approximately 450-500 press releases/photos with cutlines to all media outlets, some to those outside ICC’s service area because they were student honors.
- Posted all press releases to the newsroom section of ICC’s website, www.iccms.edu.
- Assisted with ICC media relations connections regarding invitations to cover events.
- Proofread all documents/jobs produced by the Community Relations Department as well as drafts of emails.
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- Proofread all graphics/emails for Student Activities and multiple other departments.
- Proofread all Health Sciences handbooks as well as other information for external distribution.
- Proofread ICC website information and revised as requested.
- Donna Thomas serves as treasurer for the College Public Relations Association of Mississippi.
- Donna Thomas serves as secretary of the Itawamba Community College Alumni Association.
- Donna Thomas is a member of the Public Relations Association of Mississippi – Northeast Mississippi Chapter, the ICC Employee Association, the ICC School of Humanities advisory committee, serves as faculty adviser for the Chieftain, supervises a staff of 10 and publishes (including the layout) six online broadsheet editions as well as a summer issue, serves on the ICC commencement/graduation committee and member of the Pilot Club of New Albany and Selective Service Board for Union County

Instructional Services

- Training through University of California- Los Angeles was to assist young neurodiverse adults in conversation, making friends, social outings, dating, handling disagreements and bullying.
- Selected from American Health Information Management Association, national HIM organization, to serve as a scholarship review committee member for 2024.
- 100% of graduates who successfully passed board exam and sought employment were employed as Physical Therapist Assistants.
- Students PTA participated in NMMC Pediatric Unit's Annual Christmas toy drive by donating toys to the Pediatric unit for distribution to pediatric patients.
- 2024 graduates OTA raised \$1,760 to give back to community and fieldwork affiliates which included:
 - TK Martin
 - North Mississippi State Hospital
 - KidSense
- Students from both our freshman and sophomore classes OTA volunteered with “A Night to Shine.”
- Each spring our OTA students partner with North Mississippi State Hospital to lead community reentry groups with facility patients.
- School of Humanities established an internship program with the Amory Regional Museum. The program has expanded to two internships one for spring of 2025 and one for summer of 2025.
- The Radiologic Technology program has a 106% graduation retention rate for 2024.
- The Radiologic Technology program had a 100% graduate employment rate for 2024.
- Leslie East Springfield discussed her career path and job responsibilities with ICC students and the Humanities Club members. She works for Monroe County Child Protective Services. ICC has several Social Work majors.
- Students volunteered to visit the Fulton and Tupelo Campus Preschools (three classes) and read Dr. Seuss books and handed out goodies to promote reading.
- Wayne Knox, Amory Regional Museum director, discussed his career path and job responsibilities with students and internship opportunities at the Museum.
- Authors and professors from Mississippi State University, Louisiana State University and Delta State University participated in a panel discussion, which was open to the community, and ICC students about southern culture and the history of wrestling in the South. The Humanities Club partnered with the Alumni Association.
- Kealy Shields, ICC alumnus and broadcast journalist, spoke with ICC students about her career path and job responsibilities as well as her time at ICC.
- Mallory Pennington served in AHIMA's mentor/mentee program.
- Served as an exhibitor at the third Annual Health Career Summit & Expo in Memphis, Tennessee that included students from Tennessee, Arkansas and Mississippi.

- In addition, Cassie Alexander served as an exhibitor and speaker at the Mississippi Community Health Workers Association Conference in Biloxi. The conference focused on implementation of a Mississippi State Department of Health certification process for Community Health Workers. (June 2024)
- Mississippi Alliance for Gaining New Opportunities through Library Information Access (MAGNOLIA) is a virtual library of online library databases and resources procured using state funds appropriated to the Mississippi Library Commission by the Mississippi Legislature. The resources provided through MAGNOLIA benefit all residents of the state of Mississippi with free, online access to thousands of full text articles and research that can assist them with their educational, professional and lifelong learning endeavors. Holly Gray will serve as one of three community college representatives on the Magnolia advisory board.
- The Practical Nursing program partnered with North Mississippi Health Services to assist with performing physical exams on 1,500 north Mississippi area high school athletes. The Practical Nursing students and instructors assisted with registration of student-athletes, eye exams, vital signs, height and weight measurements. The student-athletes' physical exams were conducted at the Tupelo Furniture Market from 7:30 a.m. to 5 p.m. The Practical Nursing program believes in promoting student opportunities to provide community involvement. The Practical Nursing program aligns with the college's strategic initiative 2 which promotes a college culture that expands opportunities to increase community impact. The Practical Nursing department's involvement with these physical exams helps strengthen existing community, workforce and educational partnerships.
- Collecting data, analyzing data and identifying and implementing three divisions of Bloom. Andrea Hardin's primary focus was on Bloom Academy. She also served on the hiring committee for the coordinator and instructor.
- The ICC chapter of Sigma Kappa Delta registered 99 new student members in fall 2024.
- Anna Britt-Begnaud the Sigma Kappa Delta contact adviser for the 2024-2025 calendar year. the past, Anna provided only requested support.
- Partnered with the North Mississippi Medical Center to provide money for 30 Associate Degree Nursing students to work as apprentices and also to expand the Associate Degree Nursing classrooms to accommodate the increased number of nursing students retained.
- Tonya Vaughn is currently serving as the Secretary for the board, also on the College's strategic planning committee and board policy committee.
- Rob Francis pushed Stem Club to involve more students in the sciences. Now, a more diverse group of students is participating.
- Judith Griffie presented along with Dr. Janae Hagan "Ways to Cope with Stress and Decompress" at the MELA conference.
- Dr. Janae Hagan presented along with Judith Griffie at the Mississippi eLearning Association conference in Tupelo
- Jenny Bowers taught sessions on servant leadership to students from across the Mississippi/Louisiana region
- Jenny Bowers served as an adviser and helper for regional activities
- Leslie East Springfield met with Humanities Club and ICC students to discuss her career path and job responsibilities. She has been a social worker and now is with Mississippi Child Protective Services.
- Sherry Bennett presented to the Itawamba County Historical Society on the Andrew Jackson Era: A Time of War, Murder, Mayhem and Expansion in an Emerging Young Nation

- The Business Council offered its services to spread and increase awareness to other students about additional clubs and organizations that are available to them.
- Three students were placed in positions related to their major and interests that provided financial income as well as experience in those business-related fields.
- Matted and accepted student artwork, shrink wrapped the artwork making it ready for art show, had over 150 pieces exhibited
- ICC students participated in a voter registration drive, registering over 300 students to vote. All three ICC locations participated in the event. The Humanities Club also celebrated Constitution Day. Circuit Clerks from Chickasaw, Itawamba, Lee, Monroe and Pontotoc counties were on hand to answer questions and help with the registration process.
- In honoring Constitution Day, Masha Laney assisted with the National Voter Registration Day events on the Tupelo Campus. The event, sponsored by the Humanities Club (Lynn Millender and Masha Laney) was held on all three ICC locations. Circuit clerks were on hand to help students in answering questions about the voting process, both in person and absentee. Each site relied on student volunteers to help.
- George Farris was selected by the Southeastern Library Association to publish his article, "Ripe for Harvest: Data Harvesting and the New for E-lending Privacy Legislation" in the journal, The Southeastern Librarian.
- Chris Cox met with School of Education Advisory Board.
- Educators Rising students read to 70 third grade students and did an art activity with them at Itawamba Attendance Center.
- Chris Cox began his third year as a member of the Ole Miss School of Education Advisory Board. Last year, he served as the Vice President and this year, serves as President.
- Chris Cox met with various superintendents within ICC's 5-county district to discuss the College's Teacher Assistant Program. These meetings provided great information and support from the local K-12 districts.
- ICC's team was selected as a finalist in the Community College Innovation Challenge. The team was one of 12 selected nationwide for the final round of competition. The team of four students, which submitted a STEM innovation to help solve a real-world problem, focused on ViruShield for HIV patients. This innovation was intended to keep viral loads undetectable so the disease would be untransmissible. Through the CCIC Boot Camp, students learned soft skills to help pitch the innovation and had the opportunity to discuss their innovation with stakeholders on Capitol Hill.
- Four students were selected to write scripts for the ICC Planetarium, which opened in April. Students researched their topic and developed a script that can be used with the planetarium shows. Students received a \$250 stipend from the TVA donation.
- The School of STEM hosted Bill Butler, an engineer with Northrop Grumman, who discussed the work of Northrop Grumman, opportunities at the company and other information related to engineering.
- Representatives from TVA discussed with students the history of TVA and current opportunities (including internships) at TVA.
- Team members from ICC's 2024 Community College Innovation Challenge finalist team discussed with students the basics of the competition, as well as the benefits of participating in the competition.

- With funds from the Tennessee Valley Authority, the School of STEM was able to host a t-shirt design contest. The focus of the design was clean energy, and Conner Smith was the winner of the contest. He received \$300 for his winning entry. The t-shirts help promote the School of STEM in the community.
- School of STEM hosted the first in a workshop series to enhance the soft skills of students. Carla Garrett spoke to students about creating a CV and a cover letter.
- The School of STEM hosted the second in its soft skill workshop series. Carla Garrett spoke to students about improving their interview skills.
- STEM Club used Mississippi Space Grant funding to cover costs for faculty and students to spend a day learning about aerospace engineering and increasing awareness of STEM education.
- Representatives for Mississippi Rural Physician Scholarship Program/Mississippi Rural Dental Scholarship Program presented to interested students.
- Ole Miss School of Pharmacy representatives met with prospective students.
- Walgreens representatives met with prospective pharmacy majors and pharmacy tech majors to share what a job in retail pharmacy would entail.
- Mississippi IDEA Network of Biomedical Research Excellence representatives met with STEM majors interested in learning more about scientific research opportunities in Mississippi.
- STEM Club collected items for ICC's Food Pantry to help serve the College's student population in need.
- School of STEM was awarded a Tennessee Valley Authority grant of \$17,000.
- Engineers without Borders hosted another meeting with prospective students.
- Bridgette Cash is a member of the Advisory Committee for Tupelo High School's Career-Technical Center for Educator Preparation.
- Alicia Thornton successfully completed the Leadership Development Institute, demonstrating commitment to personal and professional growth.

Student Services

- Athletics hosted an Alumni Day/Night for each sport. Volleyball, men's and women's soccer, men's and women's tennis, men's and women's basketball, football, golf, softball baseball.
- Along with Student Activities, athletics hosted events during the halftime shows of basketball games to increase student attendance.
- Athletics sponsored several events in order to increase community engagement: Romie's Roadshow, Football National Signing Day/Radio Event, Golf Tournaments, Alumni Athletic Events and Cancer Awareness/All-American Hero Nights.
- ICC's Early Childhood Education Program Bilingual Curriculum Flyer entry was submitted to the College Public Relations Association of Mississippi. One of the ECE Advisory members had requested the curriculum be printed in Spanish to be shared with local Hispanics in the Head Start community.

- Rachel Steele, Director of Admissions and Registrar, served as the Mississippi Community College Board Diploma Taskforce Chair, a newly created group charged with creating policies and procedures to protect students, institutions and the state from receiving fraudulent and otherwise worthless credentials.
- Dixie Owen, Dual Credit Admissions Specialist, earned a Bachelor of Arts in English Literature degree from
- CIT Certification deals with Mental Health. Officers spend 40 hours of training to qualify. Once they have completed the course, they are able to talk to and admit someone to a Mental Health Facility to assist with quicker results for the student ICC is in the process of having every officer CIT trained. As of now we have six campus police officers CIT certified.
- Rachel Steele, Director of Admissions and Registrar, successfully completed the ICC Leadership Development Institute program.
- For the 24-25 school year, the Middle College program has 53 students pursuing their high school diploma and Associate of Arts simultaneously. With a 93% success rate since 2019, the class of 2025 will graduate 23 students with an average GPA of 3.7. Student Involvement and Honors include SGA, Indian Delegation, Instructional Support Tutors, Phi Theta Kapa, STEM Club and two selected for the '24-'25 Hall of Fame.

Career and Workforce Education

- Continuing Education launched an exciting new initiative with the Skills Builder Kids Camp, designed to foster community engagement while equipping youth aged 12-15 with essential life skills. The camp offered hands-on experiences in automotive care, food preparation and safety and financial literacy, empowering young participants with practical knowledge they can carry into their everyday lives.
- Continuing Education introduced a new series of classes, its Small Business Showcase, designed to spotlight local businesses while offering engaging activities for participants. By partnering with these businesses, the showcase not only promotes their services but also creates a dynamic learning environment for the community. This year's classes featured three businesses, providing a unique opportunity to support and connect with the local entrepreneurial spirit.
- Continuing Education unveiled a new Dinner and Demo series, offering a one-of-a-kind experience where participants can savor exquisite cuisine prepared by some of the area's most talented local chefs. This unique event combines culinary artistry with hands-on demonstrations, creating an immersive dining experience that celebrates both food and talent.
- Continuing Education created Senior College, a program designed for retirees to stay actively engaged in community life. Each class offers a unique opportunity to explore a wide range of topics that reflect the distinctive culture and heritage of the region.
- Career Pathways developed a new Medical Assistant pathway designed to equip students with the essential knowledge and skills to excel in patient care, medical procedures and office administration. This program addresses the increasing demand for skilled healthcare professionals, providing students with the training they need to make a meaningful impact in the healthcare field.
- Career Pathways partnered with Ashley Distribution Services to train incumbent employees looking to transition to a career as a Class A Commercial Truck Driver. Through this partnership, 23 employees were trained.
- Career Pathways created a new Class B Commercial Truck Driving class to meet the needs of local municipalities. Three Rivers Planning and Development District provided funding to train city and county employees within their workforce district to earn their Class B CDLs. A total of 23 employees were trained.

- Career Pathways partnered with the Tenn-Tom Moving Youth grant to provide Certified Nursing Assistant (CNA) classes. In total, ICC hosted two CNA classes, training 37 students.
- Career Pathways partnered with North Mississippi Health Services to provide Certified Nursing Assistant (CNA) classes. In total, ICC hosted two CNA classes, training 15 students.
- Workforce Education collaborated with Toyota to create the Create Your Future Internship program by providing Manufacturing Skills Basic Certificate (MSBC) program to the area high school seniors exposing a younger generation to careers in advanced manufacturing. Upon completion of the ICC MSBC program, these students start job rotations at the Toyota manufacturing facility. Since its inception, a total of 90 students from 13 area high schools completed the internship compared to 81 prior.
- Workforce Education partnered with Toyota to grow their own pipeline of skills technicians in the company through creating the Production-to-Skills (P2S) program. ICC provides a series of technical classes (450 hours+) to selected employees who have been identified by the company to be developed as an industrial maintenance technician. Since its inception, a total of 27 employees have completed the P2S program.
- Workforce Education collaborated with CREATE Spain Internship to offer Essential Skills Training (EST) program to high school students participating in an internship program. The EST program reinforces employability skills necessary to individuals entering the workforce. Upon completion of the ICC EST program, these students start their internships at participating businesses. Since its inception, Spain Foundation is the grant resource supporting Spain Internship, providing work experiences and exposure to various careers for a total of 41 students from 11 area high schools through 41 employers.
 - \$289,713.94 – Workforce Enhancement Training Funds
 - Total Workforce Class Hours – 16,568
 - College Supported Class Hours – 13,707
 - College Delivered Class Hours – 2,861
 - 198 Workforce Classes
 - 122 College-Delivered
 - 76 College-Supported
 - 1,659 Trainees in Classes (Duplicated head count)
 - 893 Workforce Trainees (Non-duplicated head count)
 - 57 Companies Served Through All Projects
 - 43 Maintenance Skills Assessments Conducted for Companies
 - \$162,361.77 – Gross Revenue from Workforce Training and Services
 - 62 Individuals Took Online Workforce Courses, Generated \$2,790 Gross Revenue
- Mississippi Manufacturer Association – Manufacturing Extension Partnership (MMA-MEP) Partnership Center
 - A partner of MMA-MEP, ICC received the National Institute of Standards and Technology (NIST) grant money (\$100,000 annually) for the operation of the MMA-MEP Center. Based on the last four MMA-MEP Mississippi quarterly survey reports, 19 manufacturing companies which had workforce training projects through the ICC MMA-MEP Center reported an overall positive impact of \$32M+ in cost savings, investment and sales.

- Belden Conference Center
 - 7,926 attendees
 - Generated \$94,988 in revenue from room and rental fees.
 - Hosted meetings and events for various local and state agencies and organizations, such as Appalachian Regional Commission (ARC), Community Relations Association, Community Development Foundation, CREATE, North Mississippi Educational Consortium, North Mississippi Health Services and Three Rivers Planning and Development District.
 - Hosted competitions for Future Farmers of America (FFA) and other organizations.
- Workforce Education Grants Awarded
 - Workforce Enhancement Training (WET) Grants
 - Funded through WET funds and approved by Accelerate MS, this grant provides \$92,841.16 for workforce projects, another \$172,712 allocated to Workforce salaries and \$24,160.78 designated for program costs, bringing the total funding to \$289,713.94.
 - NIST – MEP Grant
 - Funded by the National Institute of Standards and Technology (NIST) and administered through the Mississippi Manufacturing Association, this grant provides \$100,000.
- Completion of 10 cohorts of Commercial Truck Driving students on new range
- Secured funding for a new training facility
- Successfully renewed the Metallica Scholar's Grant for the 2024-2025 school year.
- Enrollment of 34 new career education students in the Careers in Advanced Manufacturing and Technology program between April 1, 2024 and March 1, 2025. The program reimburses up to 50% of the wages paid while students work and attend classes.
- Enrolled 59 new Gateway Youth participants, ages 16 to 24, between April 1, 2024 and March 1, 2025. Forty-three (73%) completed paid work experience.
- During the reporting period of April 1, 2024 through March 30, 2025, the Adult Education department served a total of 549 individuals.
- During the reporting period, the Adult Education department helped 130 individuals earn a High School Equivalency (HSE) diploma by passing all necessary GED and/or HiSET exams. From March 1, 2024 through March 30, 2025, there were 14 GED completions, 67 HiSET completions and 49 Total Transcript completions. The total transcript policy allows students to earn an HSE diploma by combining scores from both the GED and HiSET exams.
- Of the 130 individuals who completed an HSE diploma during the reporting period, at least 50 individuals have reported transitioning into postsecondary education at ICC, including short-term pathway programs, certificate programs, AAS and AA degree programs.
- In January 2025, the first cohort of 16-17 at-risk youth were referred by Lee County Youth Court to participate in a pilot program with the Adult Education department. One primary goal of the program is to assist each student in earning a high school equivalency (HSE) diploma. ICC's dedicated Adult Education instructors teach the students work preparation skills and subject area content in Reading, Writing, Mathematics, Science and Social Studies. This will prepare them to successfully pass each HSE exam, earn a diploma and be

prepared to enter the workforce with an awareness of employer expectations. It is the department's goal to see students participating in this initial cohort graduate with a diploma and walk during ICC's Adult Education commencement ceremony in May 2025.

- The Adult Education Department continues to offer High School Equivalency (HSE) diploma preparation classes as well as English Language Learner (ELL) classes throughout ICC's service district. An additional ELL class will begin for Ashley Furniture employees at the company's site in Ecu (Pontotoc County).
- Awarded 16 CMT AAS degrees from cohort year #3 of the program; awarded 18 CMT certificates for 30 hours completed.
- Construction Management Technology expanded its enrollment by allowing 35 students into the fall 2024 cohort #4 for the program. The classroom and lab were expanded to allow additional students. Due to overwhelming response in interest for the program, this will be the last year for open enrollment for CMT. Fall 2025 starts selective admission for CMT students entering their first year of the program.
- Construction Management Technology hosted in conjunction with Forestry Technology its annual career fair and meet and greet for students on February 27, 2025. Over 40 employers, suppliers and vendors from the industry participated, and 140 students walked through the fair to discuss internships and full-time employment. This is the programs' major hiring event of the year, and it has continued to grow in number and success each year. The Spring CMT Advisory Board Meeting was held with industry partners after the event, and 32 individuals participated providing valuable insight and direction for the program.
- From April 2024 to current, Scott Emison has had approximately 35 meetings with industry partners and companies regarding employment for students and support for the program. Two advisory board meetings yielded numerous improvements and changes as a result of those discussions. He has presented at approximately 14 high schools and Career Education centers in the ICC district since April 2024 recruiting students for Career Education and the CMT program.

Business Services

- Made online ordering more accessible to the faculty, staff, students and community with more online options, easier process and a "pick up in store" option. The Bookstore staff also has made the community more aware that The Grounds Coffee Shop is open to the public. This was done to not only increase Starbucks sales, but to attract the community to both the Fulton and Tupelo campuses and to see the college environment in hopes of the community being more connected and involved with ICC.

2. Provide Community Impact

In Support of Attainment of Goals

Promote a college culture that expands opportunities to increase community impact.

Community Relations and Recruitment

- Participated in the Renaissance Community Loan Fund Business Roundtable Meeting with local business owners
- ICC students, faculty and staff donated over 135 gift-filled shoeboxes to Operation Christmas Child – an international Christmas project of Samaritan's Purse.
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- Students volunteered to visit the Fulton and Tupelo Campus Preschools (three classes) and read Dr. Seuss books and handed out goodies to promote reading.
- Wayne Knox, Amory Regional Museum director, discussed his career path and job responsibilities with students and internship opportunities at the Museum.
- Authors and professors from Mississippi State University, Louisiana State University and Delta State University participated in a panel discussion, open to the community and ICC students, about southern culture and the history of wrestling in the South. The Humanities Club partnered with the Alumni Association.
- Kealy Shields, ICC alumnus and broadcast journalist, spoke with ICC Students about her career path and job responsibilities as well as her time at ICC.
- 100% job placement for 2024 HIT graduates.
- Mallory Pennington served in AHIMA's mentor/mentee program.
- Cassie Alexander served as an exhibitor at the third Annual Health Career Summit & Expo in Memphis, Tennessee that included students from Tennessee, Arkansas and Mississippi.
- In addition, Cassie Alexander served as an exhibitor and speaker at the Mississippi Community Health Workers Association Conference in Biloxi. The conference focused on implementation of a Mississippi State Department of Health certification process for Community Health Workers. (June 2024)
- Mississippi Alliance for Gaining New Opportunities through Library Information Access (MAGNOLIA) is a virtual library of online library databases and resources procured using state funds appropriated to the Mississippi Library Commission by the Mississippi Legislature. The resources provided through MAGNOLIA benefit all residents of the state of Mississippi with free, online access to thousands of full text articles and research that can assist them with their educational, professional and lifelong learning endeavors. The representative's role will be to communicate when needed with fellow community college librarians to help determine usage and needs. Holly Gray has been appointed as one of three community college representatives.
- The Practical Nursing program partnered with North Mississippi Health Services to assist with performing physical exams on 1,500 north Mississippi area high school athletes. The Practical Nursing students and instructors assisted with registration of student-athletes, eye exams, vital signs, height and weight measurements. The student-athletes' physical exams were conducted at the Tupelo Furniture Market from 7:30 a.m.-5 p.m. The Practical Nursing program believes in promoting student opportunities to provide community involvement. The Practical Nursing program aligns with the college's strategic initiative 2 which promotes a college culture that expands opportunities to

increase community impact. The Practical Nursing department's involvement with these physical exams helps strengthen existing community, workforce and educational partnerships.

- Training through University of California- Los Angeles was to assist young neurodiverse adults in conversation, making friends, social outings, dating, handling disagreements and bullying.
- Mallory Pennington was selected from (American Health Information Management Association), national HIM organization, to serve as a scholarship review committee member for 2024.
- Collecting data, analyzing data and identifying and implementing three divisions of Bloom. Tonya Vaughn's primary focus was on Bloom Academy. She also served on the hiring committee for the coordinator and instructor.
- Partnered with Northeast Mississippi Medical Center to provide money for 30 Associate Degree Nursing students to work as apprentices and also to expand the ADN classrooms to accommodate the increased number of nursing students retained.
- Tonya Vaughn currently serves as the Secretary for the board, also on the strategic planning committee and board policy committee.
- Rob Francis publicized Stem Club to get students involved in the sciences, which resulted in a more diverse group of students participating.
- Judith Griffie presented along with Dr. Janae Hagan "Ways to Cope with Stress and Decompress at the Mississippi eLearning Association conference.
- Dr. Janae Hagan presented along with Judith Griffie at the Mississippi eLearning Association conference in Tupelo.
- Jenny Bowers taught sessions on servant leadership to students from across the Mississippi/Louisiana region.
- Leslie East Springfield met with Humanities Club and ICC students to discuss her career path and job responsibilities. She has been a social worker and now is with Mississippi Child Protective Services.
- ICC students participated in a voter registration drive, registering over 300 students to vote. All three ICC locations participated in the event. The Humanities Club also celebrated Constitution Day. Circuit Clerks from Chickasaw, Itawamba, Lee, Monroe and Pontotoc counties were on hand to answer questions and help with the registration process.
- In honoring Constitution Day, Masha Laney assisted with the National Voter Registration Day events on the Tupelo Campus. The event, sponsored by the Humanities Club (Lynn Millender and Masha Laney) was held on all three ICC locations. Circuit clerks were on hand to help students in answering questions about the voting process, both in person and absentee. Each site relied on student volunteers to help.
- George Farris was selected by the Southeastern Library Association to publish his article, "Ripe for Harvest: Data Harvesting and the New for E-lending Privacy Legislation"" in the journal, The Southeastern Librarian."
- Chris Cox met with School of Education Advisory Board.
- Educators Rising students read to 70 third grade students and did an art activity with them at Itawamba Attendance Center.
- Chris Cox began his third year as a member of the Ole Miss School of Education Advisory Board. Last year, he served as the Vice President and this year, serves as President.
- Chris Cox met with various superintendents within ICC's 5-county district to discuss the College's Teacher Assistant Program. These meetings provided great information and support from the local K-12 districts.

- ICC's team was selected as a finalist in the Community College Innovation Challenge. The team was one of 12 selected nationwide for the final round of competition. The team of four students, which submitted a STEM innovation to help solve a real-world problem, focused on ViruShield for HIV patients. This innovation was intended to keep viral loads undetectable so the disease would be untransmissible. Through the CCIC Boot Camp, students learned soft skills to help pitch the innovation and had the opportunity to discuss their innovation with stakeholders on Capitol Hill.
- Four students were selected to write scripts for the ICC Planetarium, which opened in April. Students researched their topic and developed a script that can be used with the planetarium shows. Students received a \$250 stipend from the TVA donation.
- The School of STEM hosted Bill Butler, an engineer with Northrop Grumman, who discussed the work of Northrop Grumman, opportunities at the company and other information related to engineering.
- Team members from ICC's 2024 Community College Innovation Challenge Finalist team discussed with students the basics of the competition as well as the benefits of participating in the competition.
- With funds from the Tennessee Valley Authority, the School of STEM hosted a t-shirt design contest. The focus of the design was clean energy, and Conner Smith was the winner. He received \$300 for his winning entry. The t-shirts help promote the School of STEM in the community."
- The School of STEM hosted the first in a workshop series to enhance the soft skills of students. Carla Garrett spoke to students about creating a CV and a cover letter.
- The School of STEM hosted the second in its soft skill workshop series. Carla Garrett spoke to students about improving their interview skills.
- STEM Club used Mississippi Space Grant funding to cover costs for faculty and students to spend a day learning about aerospace engineering and increasing awareness of STEM education.
- Representatives for Mississippi Rural Physician Scholarship Program/Mississippi Rural Dental Scholarship Program presented to interested students.
- Ole Miss School of Pharmacy representatives met with prospective students.
- Walgreens representatives met with prospective pharmacy majors and pharmacy tech majors to share what a job in retail pharmacy would entail.
- Mississippi IDEA Network of Biomedical Research Excellence representatives met with STEM majors interested in learning more about scientific research opportunities in Mississippi.
- STEM Club collected items for ICC's Food Pantry to help serve the College's student population in need.
- School of STEM was awarded a Tennessee Valley Authority grant of \$17,000.
- Engineers without Borders hosted another meeting with prospective students.
- Bridgette Cash is a member of the Advisory Committee for Tupelo High School's Career-Technical Center for Educator Preparation.
- Alicia Thornton completed the Leadership Development Institute, demonstrating commitment to personal and professional growth.
- Matted and accepted student artwork, shrink wrapped the artwork making it ready for the show, and more than 150 pieces exhibited
- The ICC chapter of Sigma Kappa Delta registered 99 new student members.

- Sherry Bennett presented to the Itawamba County Historical Society on the “Andrew Jackson Era: A Time of War, Murder, Mayhem and Expansion in an Emerging Young Nation”
- The Business Council offered its services to spread awareness to other students about additional clubs and organizations that are available to them.
- Three students were placed in positions related to their major and interests that provided financial income as well as experience in those business-related fields.

Career and Workforce Education

- Continuing Education launched an exciting new initiative with the Skills Builder Kids Camp, designed to foster community engagement while equipping youth aged 12-15 with essential life skills. The camp offered hands-on experiences in automotive care, food preparation and safety and financial literacy, empowering young participants with practical knowledge they can carry into their everyday lives.
- Continuing Education introduced a new series of classes, its Small Business Showcase, designed to spotlight local businesses while offering engaging activities for participants. By partnering with these businesses, the showcase not only promotes their services but also creates a dynamic learning environment for the community. This year’s classes featured three businesses, providing a unique opportunity to support and connect with the local entrepreneurial spirit.
- Continuing Education unveiled a new Dinner and Demo series, offering a one-of-a-kind experience where participants can savor exquisite cuisine prepared by some of the area’s most talented local chefs. This unique event combines culinary artistry with hands-on demonstrations, creating an immersive dining experience that celebrates both food and talent.
- Continuing Education created Senior College, a program designed for retirees to stay actively engaged in community life. Each class offers a unique opportunity to explore a wide range of topics that reflect the distinctive culture and heritage of the region.
- Career Pathways developed a new Medical Assistant pathway designed to equip students with the essential knowledge and skills to excel in patient care, medical procedures and office administration. This program addresses the increasing demand for skilled healthcare professionals, providing students with the training they need to make a meaningful impact in the healthcare field.
- Career Pathways partnered with Ashley Distribution Services to train incumbent employees looking to transition to a career as a Class A Commercial Truck Driver. Through this partnership, 23 employees were trained.
- Career Pathways created a new Class B Commercial Truck Driving class to meet the needs of local municipalities. Three Rivers Planning and Development District provided funding to train city and county employees, within their workforce district, to earn their Class B CDLs. A total of 23 employees were trained.
- Career Pathways partnered with the Tenn-Tom Moving Youth grant to provide Certified Nursing Assistant (CNA) classes. In total, ICC hosted two CNA classes, training 37 students.
- Career Pathways partnered with North Mississippi Health Services to provide Certified Nursing Assistant (CNA) classes. In total, ICC hosted two CNA classes, training 15 students.
- Workforce Education collaborated with Toyota to create the Create Your Future Internship program by providing Manufacturing Skills Basic Certificate (MSBC) program to the area high school seniors exposing a younger generation to careers in advanced manufacturing. Upon completion of the ICC MSBC program, these students start job rotations at the Toyota manufacturing facility. Since its inception, a total of 90 students from 13 area high schools completed the internship compared to 81 prior.
- Workforce Education partnered with Toyota to grow their own pipeline of skills technicians in the company through creating the Production-to-Skills (P2S) program. ICC provides a series of technical classes (450 hours+) to selected employees who have been

identified by the company to be developed as an industrial maintenance technician. Since its inception, a total of 27 employees have completed the P2S program.

- Workforce Education collaborated with CREATE Spain Internship to offer Essential Skills Training (EST) program to high school students participating in an internship program. The EST program reinforces employability skills necessary to individuals entering the workforce. Upon completion of the ICC EST program, these students start their internships at participating businesses. Since its inception, Spain Foundation is the grant resource supporting Spain Internship, providing work experiences and exposure to various careers for a total of 41 students from 11 area high schools through 41 employers.
 - \$289,713.94 – Workforce Enhancement Training Funds
 - Total Workforce Class Hours – 16,568
 - College Supported Class Hours – 13,707
 - College Delivered Class Hours – 2,861
 - 198 Workforce Classes
 - 122 College-Delivered
 - 76 College-Supported
 - 1,659 Trainees in Classes (Duplicated head count)
 - 893 Workforce Trainees (Non-duplicated head count)
 - 57 Companies Served Through All Projects
 - 43 Maintenance Skills Assessments Conducted for Companies
 - \$162,361.77 – Gross Revenue from Workforce Training and Services
 - 62 Individuals Took Online Workforce Courses, Generated \$2,790 Gross Revenue
- Mississippi Manufacturer Association – Manufacturing Extension Partnership (MMA-MEP) Partnership Center
 - A partner of MMA-MEP, ICC received the National Institute of Standards and Technology (NIST) grant money (\$100,000 annually) for the operation of the MMA-MEP Center. Based on the last four MMA-MEP Mississippi quarterly survey reports, 19 manufacturing companies which had workforce training projects through the ICC MMA-MEP Center reported an overall positive impact of \$32M+ in cost savings, investment and sales.
- Belden Conference Center
 - 7,926 attendees.
 - Generated \$94,988 in revenue from room and rental fees.
 - Hosted meetings and events for various local and state agencies and organizations, such as Appalachian Regional Commission (ARC), Community Relations Association, Community Development Foundation, CREATE, North Mississippi Educational Consortium, North Mississippi Health Services and Three Rivers Planning and Development District.
 - Hosted competitions for Future Farmers of America (FFA) and other organizations.
- Workforce Education Grants Awarded
 - Workforce Enhancement Training (WET) Grants
 - Funded through WET funds and approved by Accelerate MS, this grant provides \$92,841.16 for workforce projects, another \$172,712 allocated to Workforce salaries and \$24,160.78 designated for program costs, bringing the total funding to \$289,713.94.
 - NIST – MEP Grant
 - Funded by the National Institute of Standards and Technology (NIST) and administered through the Mississippi Manufacturing Association, this grant provides \$100,000.
 - Completion of 10 cohorts of Commercial Truck Driving students on new range

- Secured funding for a new training facility
- Successfully renewed the Metallica Scholar's Grant for the 2024-2025 school year.
- Enrollment of 34 new career education students in the Careers in Advanced Manufacturing and Technology Program between April 1, 2024 and March 1, 2025. The program reimburses up to 50% of the wages paid while students work and attend classes.
- Enrolled 59 new Gateway Youth participants, ages 16 to 24, between April 1, 2024 and March 1, 2025. Forty-three (73%) completed paid work experience.
- During the reporting period of April 1, 2024 through March 30, 2025, the Adult Education department served a total of 549 individuals.
- During the reporting period, the Adult Education department helped 130 individuals earn a High School Equivalency (HSE) diploma by passing all necessary GED and/or HiSET exams. From April 1, 2024 through March 30, 2025, there were 14 GED completions, 67 HiSET completions and 49 Total Transcript completions. The total transcript policy allows students to earn an HSE diploma by combining scores from both the GED and HiSET exams.
- Of the 130 individuals who completed an HSE diploma during the reporting period, at least 50 individuals have reported transitioning into postsecondary education at ICC, including short-term pathway programs, certificate programs, AAS and AA degree programs.
- In January 2025, the first cohort of 16-17 at-risk youth were referred by Lee County Youth Court to participate in a pilot program with the Adult Education department. One primary goal of the program is to assist each student in earning a high school equivalency (HSE) diploma. ICC's dedicated Adult Education instructors are teaching the students work preparation skills and subject area content in Reading, Writing, Mathematics, Science and Social Studies. This will prepare them to successfully pass each HSE exam, earn a diploma and be prepared to enter the workforce with an awareness of employer expectations. It is the department's goal to see students participating in this initial cohort graduate with a diploma and walk during ICC's Adult Education commencement ceremony in May 2025.
- The Adult Education Department continues to offer High School Equivalency (HSE) diploma preparation classes as well as English Language Learner (ELL) classes throughout ICC's service district. An additional ELL class will begin for Ashley Furniture employees at the company's site in Ecru (Pontotoc County).
- Awarded 16 Construction Management Technology AAS degrees from cohort year #3 of the program; awarded 18 CMT certificates for 30 hours completed.
- Construction Management Technology expanded its enrollment by allowing 35 students into the fall 2024 cohort #4 for the program. The classroom and lab were expanded to allow additional students. Due to overwhelming response in interest for the program, this will be the last year for open enrollment for CMT. Fall 2025 starts selective admission for CMT students entering their first year of the program.
- Construction Management Technology hosted in conjunction with Forestry Technology its annual career fair and meet and greet for students on February 27, 2025. Over 40 employers, suppliers and vendors from the industry participated, and 140 students walked through the fair to discuss internships and full-time employment. This is the programs' major hiring event of the year, and it has continued to grow in number and success each year. The Spring CMT Advisory Board Meeting was held with industry partners after the event, and 32 individuals participated providing valuable insight and direction for the program.
- From April 2024 to current, Scott Emison has had approximately 35 meetings with industry partners and companies regarding employment for students and support for the program. Two advisory board meetings yielded numerous improvements and changes as a result of those discussions. He has presented at approximately 14 high schools and Career Education centers in the ICC district since April 2024 recruiting students for Career Education and the CMT program.

Business Services

- Made online ordering more accessible to the faculty, staff, students and community with more online options, easier process and a "pick up in store" option. The Bookstore staff also has made the community more aware that The Grounds Coffee Shop is open to the public. This was done to not only increase Starbucks sales, but to attract the community to both the Fulton and Tupelo campuses and to see the college environment in hopes of the community being more connected and involved with ICC.

3. Deliver Quality Instruction

In Support of Attainment of Goals

Deliver quality instruction, workforce training and support services that improve programs and student achievement.

Instructional Services

- Students from Theatre Appreciation classes (and other volunteers) performed selected short stories for the season, using oral interpretation skills.
- Bradley Howard and Josh Gammill offered nine Artificial Intelligence PD online courses to ICC employees through the MAIN (Mississippi Artificial Intelligence Network) grant with Dr. Kollin Napier, MGCCC, and Intel. Each course is 16 modules and worth 32 PD hours per course. The courses offered included Introduction to Artificial Intelligence, AI for Sustainability, Introduction to Machine Learning, AI for Cybersecurity, Applied Ethics in AI, Intro to Generative AI, AI for Manufacturing, Natural Language Processing and AI for Computer Vision. Josh Gammill also offered a K-12 PD offering of Introduction to Artificial Intelligence for area educators for CEUs.
- Bradley Howard attended a Computer Science articulation (mini) meeting at Copiah-Lincoln Community College, where Computer Science educators from community colleges and universities gathered to support updates to CSC 1113, CSC 1123 and a digital literacy class to better integrate emerging technologies. It was a meeting to support our colleges until the fall 2025 Computer Science articulation meeting.
- ICC's Global Experience partnered with STEM for the May 2025 trip to Germany, Italy and Switzerland. As part of this experience, Bradley Howard created a new course based upon CSC 1113 Computer Concepts named CSC 1114 Computer Concepts Global Experience. The entire course for Computer Concepts was revamped to offer student travelers a chance to learn technology as well as information about the places they visited in May. Each week, students learned new phrases in German and Italian, were introduced to places they will visit and could apply this knowledge/information to computer applications and technologies.
- Largest growth in the art department, the largest community college art department enrollment (from the numbers) as compared to other institutions in the state.
- For the fall 2024 semester, approximately 200 students were enrolled in LLS 1311 (Academic Recovery Program). Of these, 119 completed the course in good standing, 16 were placed on warning, and 58 fell into other standings (PR, P1, DM). The average cumulative GPA increased from 1.34 at the start of the course to 1.60 upon completion.
- The implementation of the Graduation Navigation initiative provided targeted support to over 4,000 students, resulting in:
 - 19 successful withdrawal interventions
 - 21 students transitioning to an alternative pathway at ICC
 - 72 students graduating early (December)
 - Over 900 students identified for reverse transfer eligibility

- In LLS 1423, a course designed to help students maintain ICC housing eligibility, 16 students successfully completed the program, ensuring their housing requirements were met.
- Within Instructional Projects, 45 grants were identified, 10 were submitted and decisions are expected in the coming weeks.
- Began the fall semester with 80 Enhancement of Study – A&P I students, finished with 48 that completed the course – 60% completion rate
 - Of those 48, 47 students passed Enhancement of Study; only one student failed.
 - Of those 48 who completed Enhancement, 33 finished A&P I with a ‘C’ or greater, 15 finished A&P I with a ‘D’ or ‘F’ – 69% finished A&P I with a ‘C’ or greater
- Tutoring/Mentoring data for fall semester 2024:
 - number of one-on-one tutoring sessions at Fulton: 26
 - number of one-on-one tutoring sessions at Tupelo: 18
- In partnership with instructional support, the Business Administration division has offered accounting tutoring for several semesters. This semester, economics was added to our offerings. Exceptional students have been able to work for pay while providing support to other students. Dr. Edana Nail and Cheree Brown have also been available to help answer any needed questions and are a vital part of the tutor selection process.
- Most of Dr. Ira Lindsey Kinard’s MAT 1314 classes form study sessions to be more successful in this course. The study sessions for spring 2025 semester met on most Mondays at 1 p.m. in Purvis Center Room 109 at the Tupelo Campus. The students presented the problems and as a group they talked through the process with assistance from the instructor.
- Anna Britt-Begnaud created a traditional World Literature I course complete with Canvas pages for weekly modules, PowerPoints for lectures, readings and minor and major assignments. The World Literature surveys meet requirements for multiple degree plans at universities, some of which prefer world literature over the other literature surveys. This class may become a better advising choice for multiple humanities degree plans.
- Anna Britt-Begnaud created a traditional World Literature II course complete with Canvas pages for weekly modules, PowerPoints for lectures, readings and minor and major assignments. The World Literature surveys meet requirements for multiple degree plans at universities, some of which prefer world literature over the other literature surveys. This class may become a better advising choice for multiple humanities degree plans.
- Tequila Sunrise redesigned a new global syllabus page that better streamlines course specific information and includes links to a Google Document housed in the Vice President of Instructional Services’ office for college specific information. The new document will improve accuracy of college specific information and be less time consuming for faculty to revise course specific information. All old online syllabus pages in Canvas were replaced by the end of August 2024. Ms. Sunrise also serves as the president for the statewide eLearning group, Mississippi eLearning Association, for the 2024-2025 term.
- Mallory Pennington earned the master’s degree in Health Informatics Management from William Carey University.

- Mallory Pennington was selected as the recipient of the "Mentor of the year" award from the American Health Information Management Association's state organization, Mississippi Health Information Management Association, for 2024. The award was presented at the two-day conference which was held in the Federal Reserve Building in St. Louis, Mo.
- Both Physical Therapist Assistant student cohorts attended the American Physical Therapist Association Annual Fall conference.
- Eight of the 2024 graduates of the Occupational Therapy Assistant program passed the NBCOT examination, and seven of these graduates have secured jobs.
- In the fall 2023, efforts began to improve student retention. However, those efforts have continued and have been modified to ensure student success while maintaining the academic integrity of nursing education. In May of 2024, planning began for the second annual nursing bootcamp. The 2024 bootcamp was planned with modifications from 2023 to maximize attendance, enhance engagement and target identified barriers to success. For fall 2024, faculty planned and incorporated critical thinking application (CTA) days for freshman Associate Degree Nursing students. These days involve hands-on learning with simulations, case studies and escape rooms to reinforce concepts taught in class. In reviewing statistical data, test scores have improved, on average 7 points, when compared to scores prior to the implementation of CTA. Additionally, faculty have strived to create a student-centered environment with a focus on relationships to promote connectedness and motivation to success. Early in the fall semester, faculty planned and hosted a cookout for students with outdoor games. This provided an opportunity outside of class to connect with classmates and faculty. That environment and connectedness has been maintained through food truck days and costume contests, just to name a few, all while learning. Faculty have strived to make learning fun. The CTA days involve hours of planning for faculty before implementation. However, the thoughtfully designed activities are making an impact on how students learn and retain information. The above and beyond efforts to make learning fun for students has created a place where students want to be. These combined efforts and strategies implemented by the ADN program have led to another year of improved retention rates while maintaining board pass rates. Retention rates for the fall 2024 freshman class were 81% compared to a historical average of 55%. The overall NCLEX pass rate was 98.8% for the spring 2024 graduating class. This data serves as evidence that the quality of instruction has resulted in graduates that will serve our community with safe and effective nursing care.
- Bradley Howard completed a CSC 1113 Model Review to integrate Cybersecurity, Ethics and AI into the class as well as to check for disability conflicts within Canvas. The new material aligns with the mini curriculum alignment CS meeting in fall 2024.
- Maddox Clouse is in his second year of a Mueller Industries (Fulton) internship through the School of STEM.
- Paul Crum completed 24 hours of CEUs and maintained registration with the American Registry of Radiologic Technologists.
- The Radiologic Technology program exceeded accreditation requirements by maintaining a 5-year first attempt ARRT exam pass rating of more than 75% for the fifth year in a row.
- Radiologic Technology faculty maintained certification with ARRT by completing 24 hours of CEUs.
- Health Information Management Technology earned an 88% pass rate on the national exam. (7 out of 8 graduates passed, and the one student who didn't pass is taking the exam over.)
- Mallory Pennington received the master's degree in Health Information and Informatics Management.

- Donna Vaughn presented a book review for the American Health Information Management Association for Basic ICD-10-CM and ICD-10-PCS Coding.
- The Practical Nursing program received full accreditation status from the Mississippi Board of Nursing after the accreditation site visit October 21-23, 2024 which is based on compliance of adhering to the standards and criteria for state accreditation. Full accreditation status is defined as a practical nursing program that has met all standards set forth in "Accreditation Standards and Rules and Regulations for Mississippi Programs of Nursing." Accreditation Standards and Criteria are based on Governance, Faculty and Staff, Students, Curriculum, Resources and Outcomes. State accreditation is required for graduates of Mississippi schools of nursing to take the licensed practical nurse examination (NCLEX-PN). A four-member accreditation site team selected by the Mississippi Board of Nursing visits nursing programs every eight years to verify and clarify data presented in the self-study of the Practical Nursing program. The self-study in the Practical Nursing program takes into consideration previous evaluation instruments and their results, number of students enrolled, attrition rate, number of students completing, number of students placed and percentage of students passing NCLEX-PN. It also includes clinical site usage and affiliation agreements. The Practical Nursing program utilizes a Systematic Plan of Evaluation (SPE) which is a written comprehensive document that contains specific, measurable expected levels of achievement and appropriate assessment methods. The SPE is an ongoing program evaluation based on the Accreditation Standards and Criteria with each standard and criteria evaluated and reviewed throughout the year with revisions made when necessary to maintain compliance. Continuous self-evaluation of the Practical Nursing program utilizing the SPE is a crucial element in delivering quality instruction to students to help meet the demands of the workforce in healthcare. The SPE promotes the Practical Nursing program's alignment with the college's strategic initiative 3 to deliver quality instruction, workforce training and support services that improve programs and student achievement.
- An outcome goal for the Practical Nursing program is the NCLEX-PN licensure exam passage rates will be at or above national average. The national average for NCLEX-PN licensure exam passage rate for 2024 was 79% as reported by the National Council of State Boards of Nursing (NCSBN).
- In 2024, the Practical Nursing program graduated a total of 53 graduates (25 in July and 28 in December). As of March 5, 2025, of the 53 graduates, 48 have completed the NCLEX-PN exam with 43 obtaining licensure for a 90% pass rate. "
- The Associate Degree Nursing and Practical Nursing programs of Itawamba Community College have aligned core curriculum courses for the implementation of reverse articulation. Only currently enrolled ICC ADN students or those enrolled but withdrew from the current semester will be eligible to apply for the Transfer from ADN-to-PN program. The need to facilitate student success and reduce achievement gaps in learning was a key factor in the alignment of the ADN and PN curriculum courses. The PN program admitted 10 students who were not successful in the ADN program. Of the 10 students admitted in May 2024 summer term, 8 successfully completed the PN program as well as the NCLEX-PN licensure exam. All 8 of these graduates are employed as LPNs or enrolled in the ADN program.
- Dr. Ashley Craig presented at the TYCA-SE conference in Jackson, Mississippi.
- Jenny Bower scored AP Language exams for a week in Cincinnati, Ohio.
- Instructional Services instituted innovative assignments that encourage student engagement.
- Jenny Bowers attended and accompanied students to the Transitioning to College Writing Conference at Ole Miss.
- Adding a library technologist position at both the Fulton and Tupelo campuses has allowed offering additional technology service and support to students. Workshops on APA, MLA have been added, and the Library has partnered with Career Services to offer a workshop on

LinkedIN. An additional partnership is planned with Career Services. The technologists have provided professional development sessions to staff and faculty. Since August the technologists have assisted over 200 students with technology such as CANVAS, wireless printing, personal device assistance, WI-FI connections, Microsoft OneDrive and more.

- Advising for Social Workers
 - Guest Panel Discussion
 - Patricia Digby
 - Jana Montgomery
- Across three Fulton Campus Cohorts and one Tupelo Campus Cohort, the retention rate for the fall 2024 ACCESS Program was 99% with 91 out of 92 students retained. The average GPA was 3.12.
- During the fall of 2024, the Instructional Support Center recorded 1,025 visits ~~across~~ regarding the subjects of English, STEM and Spanish. "
- Advanced Placement (AP) readers evaluate and score AP students' free responses to ensure their grades reflect college-level achievement in a specific subject. This can improve instructional practices and enhance classroom effectiveness.
- Megan Eidt presented "In Your Face History: How Technology and Mass Media Have Transformed the Study of History," February 4, 2025, at 6 p.m. at the W.O. Benjamin Fine Arts Center at the Fulton Campus. Her presentation explored media available through various streaming services, examining primary sources like documentary film footage, interviews and archaeological findings, as well as Hollywood-produced historical dramas and films that draw inspiration from historical events. By utilizing examples from three distinct time periods and events – the onset of World War II in the Pacific theater, the formative years of the Jamestown colony in Virginia, and the philosophical works of Plato in Ancient Greece – Eidt demonstrated how mass media can effectively bring historical events to life and foster a deeper connection between students and the subject matter. This exploration highlighted the power of visual media in creating a sense of connectivity with the past.
- The librarians conducted 104 library instructional sessions for 1,886 traditional and dual-credit students. Optional Zoom sessions were available for online students.
- In spring 2024, the Mathematics Division implemented sections of MAT 1314 that met Monday-Thursday for 50 minutes. Because students attend class daily, math concepts are reinforced, and students have less chance to forget material between class periods. This increases a student's chance of success.
- In spring 2024, the Mathematics Division changed Calculus I to a four-hour course, which gives instructors more time to review algebra and trigonometry skills and allows them to work more examples (including homework problems) in class. Together, this increases a student's chance of success.
- Standings After ARP:
 - Good - 119
 - Warning - 16
 - PR, P1, DM, DMRA – 58

- Avg. GPA:
 - Before ARP - 1.34
 - After ARP - 1.60
- Riley Morgan successfully sent messages and navigated 3,000+ students in terms of their graduation status, issues pertaining to graduation, academic standing, and probationary information. Students with 60+ hours and no degree were also contacted in terms of their progression to graduation.
- Bridgette Cash added supplemental videos in Canvas for MAT1723 Real Number System.
- Offering four-hour Calculus I has led to increased student success in the course, and thus has led to higher enrollment in courses such as Calculus II, III and IV and Differential Equations.
- Over \$30,000 of new equipment was purchased to improve the quality of instruction for the students enrolled in the Heating and Air Conditioning Technology program.

Career and Workforce Education

- The Certified Paralegal Credential required passing of an extensive exam on knowledge of several major areas of law and law practice and a separate extensive written exam which required legal analysis and specific composition skills required in the legal field.
- Forbes Advisor has ranked Itawamba Community College's Business and Marketing Management Technology program sixth in the nation, the only community college in Mississippi to be recognized. Forbes Advisor's ranking methodologies use data from the National Center for Education Statistics, education providers and reputable educational and professional organizations to produce its unbiased rankings. An advisory board of educators and other subject matter experts reviews and verifies its content to provide trustworthy, up-to-date information. "We are honored to be recognized by Forbes Advisor as we strive each semester to teach our students the most relevant skills they'll need to be successful in the workforce," said Jodi McCrimon, ICC's Business and Marketing Management Technology program director. "As one of the top 10 best online community college programs in the nation, we enthusiastically offer this degree to meet the needs of student and adult learners in our community. The best start here!" ICC President Dr. Jay Allen joined McCrimon in appreciation for the honor. "While we strive to always provide the best educational product and experience, it's always exciting for others to recognize the value! This recognition is an example of how we at ICC are creating pathways to meet individuals where they are and to help them get to where they want to go." Forbes Advisor selected ICC's program based on, among other factors, "the delivery of an online associate degree in business and marketing management that full-time students can complete within two years, or four semesters. The program's 61-credit curriculum does not include any in-person requirements." Forbes Advisor said that "the degree delves into advertising, entrepreneurship, human resources management and retail management. ICC delivers online coursework asynchronously through the Canvas platform." Through a combination of online classes, projects and practical application, ICC's Business and Marketing and Management Technology students receive the training they need to successfully enter the sales and marketing workforce. Upon completion of the two-year program, the student receives an Associate of Applied Science degree in Business and Marketing Management Technology. After graduation, students have the option to transfer their associate's degree and continue working toward their bachelor's degree online at Blue Mountain Christian University, Mississippi State University, Mississippi University for Women, University of North Alabama and University of Southern Mississippi.

- Completion of Cisco Introduction to Networks coursework allowed Sadra Reich to be a certified Cisco Instructor for Fundamentals of Data Comm, a core course in the Computer Programming Technology curriculum.
- Sandra Reich worked with Information Systems Technology educators across the state to rewrite the current IST curriculum, adding new classes to keep up with the ever-changing technology needs in industry.
- Itawamba Community College formally opened its state-of-the-art robotics lab at the Belden Center. The \$1.2 million renovation made possible through the support of the Mississippi Legislature.
- Graduated first cohort of Precision Machining students under the one-year curriculum with 100% student retention.
- During the reporting period, the Adult Education department helped 191 individuals earn a Measurable Skill Gain (MSG) by either (1) earning a high school equivalency (HSE) diploma, (2) increasing their skill level in Reading, Writing or Mathematics, (3) entering postsecondary education or training or (4) entering the workforce.
- The Precision Machining Technology program received the Gene Haas Foundation Grant for the eighth consecutive year for \$20,000 to be used for scholarships and small tools and toolboxes.
- The end of July 2024 marked the completion of the first Precision Machining Technology three-semester course. Ten students started the program in August 2023, and all 10 graduated at the end of July 2024 with a two-year Technical Certificate. Two students continued through the fall 2024 to receive an Associate of Applied Science degree in Precision Machining Technology in December 2024.